THE LABOUR GAZETTE

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Research in the Training Field

Thirteen reports have been published, additional studies have been completed, and a number of special surveys are under way in Skilled Manpower Research Program, which is centred in the Department's Economics and Research Branch

The Skilled Manpower Training Research Program of the Department of Labour has to date published 13 reports, completed additional studies, and has a number of special surveys and studies under way.

The need for such research in Canada was indicated early in the 1950's by the possibility that immigration would decline—as Canada has historically imported most of the trained manpower it needed for its economic development—by the great increase in the number of young people preparing for their working careers, and by the needs of an expanding and changing economy.

At the same time, the extent and nature of the assistance from the federal Government required by provincial government authorities to aid technical and vocational training came under review.

To meet the challenge presented by these developments, it was necessary to build a solid body of knowledge about how the economy's needs for trained manpower were changing, and the implications of these changes for training programs.

The resulting research effort became known as the Skilled Manpower Training Research Program. In its development and in its subsequent operations, discussions were held with provincial government training authorities and with representatives of employers, workers, and many other groups. The National Technical and Vocational Training Advisory Council supported and formally recommended this research, which is centred in the Economics and Research Branch of the Department of Labour.

Areas of Research

Four main areas of research have been undertaken to date:

1. Studies of the extent and nature of technological changes in specific industries and their effects on manpower requirements and training needs.

2. Surveys of the ways in which selected groups of specialized workers acquired their skills.

3. Detailed reviews of the extent and character of existing public and private training facilities in Canada.

4. Investigations of past occupational trends on a national and industry basis; the reasons underlying such trends, and projections of future occupational requirements.

As a result of the program, 13 reports have been published so far. Reports and studies have dealt with all four of the areas listed.

A report, "Technological Changes and their Impact on Employment and Occupations," was presented in February 1961 to the Special Committee of the Senate of Canada on Manpower and Employment. A special study completed was "Transition from School to Work" (L.G., Feb., p. 112).

Research work on training in agriculture served as a background for the National Conference on Agricultural Training held in October 1962 (L.G., Nov. 1962, p. 1241).

Much work has been done in identifying broad occupational trends, and investigation of the changing occupational structure of selected industries has been started. Increased attention is being given to the whole problem of long-range economic forecasting.

Important Impact on Policy

These research activities have had an important impact on formulating policy in the training field; they served for the development of the Technical and Vocational Training Assistance Act passed in December 1960 (L.G. 1961, p. 222). Almost $500,000,000 has been spent so far in expanding training facilities and programs as a direct result of the Act.

The research has also pointed out manpower problems requiring special attention, resulting in measures introduced in Parliament to provide incentives for joint labour-management efforts, designed to cope with manpower displacements resulting from technological changes, and to improve labour mobility in such cases. The entire research also aids existing training.

Among the reports published to date are: *Acquisition of Skills; Vocational Training Program in Canada—Technical and Trade Training, Publicly Operated;—Commercial, Service and Other Occupations, Publicly Operated;—Agriculture, Publicly Operated; Vocational Training Needs in Canadian Agriculture; Current Status of Electronic Data Processing in Canada; Electronic Data Processing Occupations in a Large Insurance Company.*

50 Years Ago This Month

Labour Gazette appoints women correspondents—in Montreal, Toronto, Winnipeg and Vancouver—in belief that they would give "a more efficient treatment" of subject of women's employment. Two of them report on shortage of domestics

The appointment of women correspondents to the LABOUR GAZETTE in four principal cities of Canada in March and April 1913 was reported in the issue for April of that year. Although the subject of female employment had thus far been dealt with by the *Gazette*'s regular correspondents, the report said, it was thought that "a more efficient treatment of the subject would be ensured by the appointment in the larger centres of industry of special women correspondents . . ."

Montreal, Toronto, Winnipeg and Vancouver were the cities in which the new correspondents were stationed. Their first reports, which in accordance with their instructions consisted of a general review of local employment conditions for women, were published in the April 1913 issue.

The Montreal correspondent's report referred to the scarcity of domestic servants, a proof of which was "the numberless applications sent to the different immigration bureaus for women and girls." Mention was made also of the way in which women workers in Montreal had organized themselves, "this being especially noticeable among French-Canadian women."

Names of organizations given included La Fédération St-Jean-Baptiste, which comprised such organized groups as: l'Association des Femmes d'Affairs, l'Association des Employées de Bureaux, l'Association des Employées de Manufactures, and l'Association des Employées de Magasins. The article pointed out that at the head of such bodies as the Montreal Local Council of Women, and La Fédération St-Jean-Baptiste, were to be found "some of Montreal's most intelligent and distinguished women."

The Toronto correspondent said that it was estimated that about 56,000 women were employed in the city, of whom about 15,000, who had come from outlying districts, lived in boarding houses. "A number of women and children receive less than $6 a week. In many factories there is also much overtime and night work for women and girls. House rents are extremely high, and board correspondingly so."

In Toronto also there was a big demand for domestic servants, and several agencies were at work trying to supply it. The Colonization Department had seven local agents for bringing out domestic servants. "The plan of this Department is to pay a $5 bonus to the booking agent in London, to be paid on the receipt of a service certificate signed by the employer of the girl to the effect that she has been in service a month or more in Canada. When necessary, the Government assists the girl to come out by a loan of $19.46, a bond for the same to be signed by the girl and her guarantor at her home agency, and to be redeemed by the girl at the rate of $5 a month . . ."

The Toronto correspondent said that the Factory Act was under revision by the Ontario Government. She gave some instances of the ways in which the Act at that time was "detrimental to the interests of women and children."

60-Hour Week

A 60-hour week was set for all women, and for children of more than 14 years of age employed in factories, and more than 12 years of age employed in shops. On any Saturday, or on any day before a statutory holiday, or between December 14 and 24, any woman, or child over 12, might be employed in shops from 7 a.m. to 10 p.m.

"In the fruit and vegetable industries, within the factory, children from the age of 12 may be employed from June to October for 10 hours a day . . ."

In Toronto, a male assistant teacher was paid twice as much as a female assistant teacher in the same grade, in the fifth year of service.

The Winnipeg correspondent said that the estimated 10,000 "lady stenographers and bookkeepers" employed in the city were being paid from $35 to $75, "or even $100," a month. Dressmakers who went out by the day got from $2 to $2.50 with board. Telephone girls got from $25 to $45 a month. Nurses on permanent work were paid from $70 to $90 a month, school teachers from $500 to $1,200 a year.

The Vancouver correspondent remarked that "woman's lack of interest in her economic future as a wage-earner is shown by her lack of interest in trade unions." The only union exclusively for women in Vancouver was the Waitresses and Lady Cooks Union, "with headquarters in the Labour Temple."

Labour Department-University Research Grants in 1962

During 1962, the Department of Labour awarded seven grants, totalling $8,700, under the Labour Department-University Research Program. These grants support studies in industrial relations, manpower requirements, investment in education and training, and all other aspects of labour economics in Canada.

Subjects for studies and the recipients approved by the Labour Department-University Research Committee—a joint body of university representatives and of the Department of Labour—for the 1962 program were:

—Scientific manpower in the economy of Canada, by Agnes M. Ferguson, McGill University.

—Origins of the legislative policy of Quebec in labour relations matters, by Stanley Hartt, McGill University.

—An economic analysis of financing unemployment insurance in Canada, by L. A. Kelly, Queen's University.

—Wage differentials in Canada, by G. Marion, University of Montreal.

—The labour implications of recent developments in the coal mining industry of Nova Scotia, by. W. J. Woodfine, St. Francis Xavier University.

—Effective utilization of manpower in the Canadian construction industry (completion of study), by David C. Aird, University of British Columbia.

—Legal status of collective agreements in Canada, the U.S.A. and Great Britain, by Bernard Leo Adell, Wadham College, Oxford University.

Women's Bureau Convenes Meeting of Union Officials

A one-day consultation with trade unionists was convened by the Women's Bureau of the Department of Labour on March 7.

The meeting explored some of the more urgent problems that arise in relation to women's employment, e.g., the effect on women's wages of continuing distinctions between men's jobs and women's jobs; the needs of working mothers, particularly for more adequate provisions for child care; and the effect of technological change on workers who are displaced or who must adapt to new work situations.

In connection with the last of these, the difficulties of older workers confronted by automation and the probable areas of hidden unemployment resulting from reductions in new hirings were stressed.

An analysis of provisions of collective agreements by the Economics and Research Branch of the Department facilitated discussion of the various topics.

The trade unionists who attended, all union officials, were Miss Helmi Caren, Hotel and Restaurant Employees' and Bartenders' International Union; Miss Yvette Charpentier, International Ladies' Garment Workers' Union; Miss Jeanne Duval, Service Employees' Federation (CNTU); Charles Meridew, United Steelworkers of America (office employees); Miss Iona Samis, United Packinghouse, Food and Allied Workers of America; and Mrs. Betty Whittaker, International Brotherhood of Bookbinders. Miss Margaret McIrvine of the National Employment Service, Dr. John McDonald and Felix Quinet of the Economics and Research Branch of the Department of Labour, Guy de Merlis of the LABOUR GAZETTE and the staff of the Women's Bureau were present at the meeting.

Government Agencies Recognize Need for Accident Prevention

A greater acceptance of the fact that there is a need for organized accident prevention activities within the Public Service is indicated in the response of government departments and agencies to the latest annual report on claims for work injuries of federal employees (L.G., March, p. 194).

An intention to make greater use of the safety advisory service of the Accident Prevention and Compensation Branch (formerly Government Employees Compensation Branch) of the Department of Labour is also indicated.

Typical of the comments received by the Branch from other departments are the following:

". . . we are anxious to do all possible to limit accidents and work injuries, and any suggestions from your advisory service concerning our present procedures would be most welcome"

"I have asked the Chief of Personnel Services to take steps to formulate an accident prevention program for our department and no doubt he will be calling upon the safety advisory service of your department for assistance."

Unions Have Problem Adjusting To Technological Change

"Technological change has become the only significant constant in our increasingly complex industrial organizations." Although management has adjusted to change fairly well, "unions have a far greater problem in terms of the impact on membership," said Richard A. Beaumont, Director of Research, Industrial Relations Counselors, Inc., New York.

Speaking on technological change and its effects at the Industrial Relations Conference of the Rubber Manufacturers Association, Inc., in December, Mr. Beaumont made these added observations:

—The diminishing size of the blue-collar labour force is not the only reason for "the decrease in the absolute and relative size of the labour movement, but it certainly accounts for the inability of unions to keep pace in membership strength with the overall growth of the labour force."

—Unions have lost membership through an upgrading of work, which creates jobs outside the bargaining unit.

—Organized labour may try to protect workers by: asking for interplant or intercompany transfers; seeking to broaden seniority rights; and requesting earlier pensions, relocation benefits and retraining rights.

"Unions argue that employees have a vested right in their jobs and that if they are separated from employment they must be paid for giving up their rights." This has resulted in special severance-pay demands.

U.S. Minimum Wage Increases Had No Inflationary Effects

"The 1961 minimum wage increases had no discernible effects on average wages in the economy generally," said United States Secretary of Labor W. Willard Wirtz in a report to Congress. "There is no indication that these increases produced any general upward pressure on the wage structure."

The increases "had no discernible effect on the nation-wide level of employment in the industries affected," the report added. In fact, employment has risen in these industries since the increases took effect.

The 1961 increase, to $1.15 an hour, which took effect on September 3 that year, was provided for in an amendment to the U.S. Fair Labor Standards Act (L.G. 1961, p. 698). The Act requires the Secretary of Labor to report annually to Congress.

The same amendment brought an additional 3.6 million workers under the Act at a minimum rate of $1.00.

In his report the Secretary pointed out also that, as a rule, workers who were not covered by the Act generally did not benefit, even indirectly, from the increases. He said this fact underlined the necessity for further extending the coverage of the Act.

More than 2,500,000 low-paid workers gained by receiving wage increases of over $500,000,000 a year. These included some 600,000 who were among the 3,600,000 not previously covered, and who had been receiving less than $1.00 an hour.

The effects of the increases—on inflation and employment—were carefully watched by the U.S. Department of Labor, and were the opposite of repeated predictions to the contrary. This was revealed by the surveys supplying data for the report.

In the quarter century since the enactment in 1938 of the Fair Labor Standards Act, the federal minimum wage has been increased five times from its original 25 cents an hour.

Median Increase in U.S. in 1962 Negotiations Highest Since 1959

A median wage increase of 3.4 per cent was provided in major collective agreements negotiated in the United States during 1962, according to preliminary estimates of the U.S. Bureau of Labor Statistics. It was the highest annual rise in wages since 1959.

The rise in non-manufacturing was greater than in manufacturing. Almost all of the 750,000 workers covered by agreements that provided no wage increase were in manufacturing.

The increases averaged 2.9 per cent in manufacturing and 4.1 per cent in non-manufacturing.

Four fifths of the 3,750,000 covered in 1962 negotiations received wage increases.

Winter Works Program Provides 5½ Million Man-Days of Work

By March 22, projects accepted under the Municipal Winter Works Incentive Program numbered 6,955; they provided an estimated 5,571,247 man-days of work during the period of the program. Projects approved under the 1961-62 program numbered 8,247 and man-days of work provided, 5,784,374.

The estimated number of men to be hired during the program period had reached 124,397 by March 22.

Ontario Federation of Labour Holds Education Conference

Various views about the future of the trade union movement in Canada were expressed by speakers at an Ontario Federation of Labour educational conference held during the latter part of February in Niagara Falls. The meeting, which was attended by between 700 and 800 delegates from unions all over Ontario, was addressed by labour leaders and by two university professors who are specialists in industrial relations.

Difficulties facing the labour movement the speakers agreed, included a falling off in union membership, lack of success in organizing white-collar workers, who are increasing in numbers at the expense of blue-collar workers; the need for adjustment to changing industrial and economic conditions; internal dissension in the movement; and a measure of public hostility towards trade unions.

Measures proposed by labour speakers to meet these difficulties included: increasing the powers of the Canadian Labour Congress, merging of small national and international unions to form larger and more effective units, appointing more specialists to union staffs, and giving more attention to labour's "public image."

Labour Speakers

The belief that more power would have to be transferred to the CLC from its affiliates was expressed by William Dodge, Executive Vice-President of the Congress. Such a transfer of authority would affect organization, jurisdiction, the structure of unions, and perhaps eventually collective bargaining. The CLC needed to be not only a forum for the production of ideas but also the means to implement them, he said.

Organization should be more vigorous, should aim at new groups, and should employ new methods. He was convinced that organizing techniques now being explored would prove productive.

Merger as a cure for labour's lack of growth was proposed by **Stanley Little**, President of the National Union of Public Service Employees, which is soon to merge with the National Union of Public Employees (L.G., Feb., p. 111). Several hundred unions in Canada have fewer than 10,000 members, and could not afford research officers or a sufficient number of organizers.

He urged that a definite effort be made to reduce the number of unions operating in Canada, even if it meant the merger of some smaller unions with larger ones, or their withdrawal from their present jurisdiction in favour of other CLC affiliates better able to do the job.

Ralph Helstein of Chicago, President of the United Packinghouse, Food and Allied Workers, branded as "sheer irresponsibility" the idea that somehow jobs would be found for the thousands of workers annually displaced through automation. He contended that labour's prescription for dealing with unemployment—the shorter work week—was a temporary but essential means of producing, not more leisure, but more jobs.

Labour must slow down the introduction of automation in order to provide time for the necessary social adjustments, he said. Corporations have been known to delay the introduction of new equipment until products could be developed that would lead to new jobs for those who would be displaced, he said. "This kind of social responsibility must become more pervasive," he contended.

He argued that the cost of the transition to full automation should be borne by society as a whole, and not only by those whose jobs cease to exist. He suggested that a guaranteed income should be provided for those who are thrown out of work, until a long-term solution could be found for their case.

Henry Rhodes, Assistant Director of Organization, Canadian Labour Congress, said that the old picture of the big boss who grew fat on the sweat of his employees had been displaced by that of the union boss who was given his weight in gold each year. "We want to organize the workers who constitute the public. We cannot do so as long as we are ogres in their eyes," he said.

David Archer, President of the Ontario Federation of Labour, said that as far as labour-management co-operation was concerned he had found nothing more substantial than some pious utterances at labour-management seminars to indicate any change of attitude. Judging by what he had seen while sitting on the Ontario Labour Relations Board, management still regarded the union movement as a necessary evil. "I cannot honestly say I have seen any real attempt by management to co-operate with labour, or to accept them as a full partner," he said.

Harry J. Waisglass, Canadian Research Director of the United Steelworkers, who spoke on planning for the expansion of Canadian trade, said that a ten-province "common market" would bring political and economic unity to Canada.

"Confederation has so far failed to give Canada a viable economic basis on which to build effective national unity, with a national sense of purpose and direction . . . Canada's political unity is artificial and superficial. It is far from being a single state," Mr. Waisglass contended.

He recommended studying and planning for "massive trade adjustments" and greater freedom of trade. He expressed the view that "economic independence of the U.S. is almost impossible," and that "our prospects for maximum growth opportunities with the greatest possible political independence would be enhanced by a multi-nation free trade area that would include both Canada and the U.S. If such efforts failed, Canada would become more economically dependent on the U.S., or it would become part of the U.S."

University Speakers

Workers share the general public's increasing dislike for strikes, Prof. H. D. Woods, Director of the McGill University Industrial Relations Centre, told the conference. "I believe it is becoming imperative that unions and employers make a determined assault on the strike so as to reduce it to the lowest practical minimum," he said.

Although unions should keep the strike weapon, they were in fact using it less and less, he said, and the question of the "public interest" was becoming more important in collective bargaining.

The very successes of unionism in winning recognition and the right to bargaining in good faith "have reduced the element of blind loyalty of the workers and have lessened public sympathy, not for unionism, but for the strike weapon," Prof. Woods said.

He attributed the decline in union membership from a high point in 1959 to three main causes: a drop in blue-collar jobs and increase in white-collar ones, a decline in "emotionally charged" issues of social injustice, and rising affluence.

To deal with the situation, he suggested: amalgamation into larger units; reorganization of individual union operations; heavier reliance on experts to deal with complicated things such as pensions, seniority and automation; improving relations between unions and their rank-and-file members, for example by establishing independent appeal boards; and improving the union "public image."

One result of automation is that unions and management are confronted with problems that may be beyond the scope of collective bargaining as we know it, Prof. Woods said. The whole concept of bargaining has changed and unions are involved in a mass of technical details that require the services of persons with skills and technical knowledge, he contended. He asserted that it was necessary to recognize that some problems, especially those arising out of the new insecurity associated with automation, are beyond the capacity of collective bargaining.

Prof. J. H. G. Crispo of the University of Toronto's School of Business took a serious view of the outlook for labour, and he said bluntly that unless organized labour learned to make itself more attractive to the new types of workers coming into existence, it faced a dismal future.

Prof. Crispo said he was convinced that in the long run white-collar workers—who have in a sense become machine tenders—would be organized; but he thought that white-collar and blue-collar workers might drift into two separate trade union federations.

White-Collar Workers in Britain

A British report on 30 unions of white-collar workers shows that in an 11-year period the aggregate gain in membership was more than 25 per cent but much more in some of them. The report was prepared for the TUC's annual conference of non-manual workers.

Union membership among journalists increased by a third; among draughtsmen by more than 50 per cent; among film artistes by nearly 80 per cent; among bank employees by more than 90 per cent; and organizations for supervisory staffs, executives and technicians increased their membership by 130 per cent.

One factor that helps recruitment, the report said, is the steadily shrinking number of separate organizations. There has been an average of one amalgamation a year among TUC unions since the war.

CORRECTION—In the article, "Report of Committee of Inquiry into Unemployment Insurance Act" in the February number, the last sentence of the second paragraph under the heading, "National Employment Service" on page 122 should have read, "The Unemployment Insurance Commission also would appoint chairmen of boards of referees" and not "would not appoint."

Reports on First Six Months Of U.S. Manpower Training Act

A total of 25,000 unemployed and underemployed workers were approved for training under the Manpower Development and Training Act during its first six months of operation, and of the 1,143 trainees who had completed courses by the end of last year, 70 per cent had been placed in jobs, United States Secretary of Labor W. Willard Wirtz has announced in his submission to Congress of the first report on the administration of the Act.

The Act provides for the setting up by the Secretary of Labor of a program for testing, counselling, and selecting for occupational training those unemployed or underemployed persons who, without training, cannot reasonably be expected to be able to obtain suitable full-time employment. It also makes a similar provision for youths of 16 years of age or older who need occupational training and further schooling. Workers in farm families with less than $1,200 a year net family income are considered to be unemployed for the purposes of the Act.

The Act also requires the Secretary of Labor to provide counselling and placement services for those who have completed their training, as well as follow-up studies to determine whether the programs provided meet the need for training of those referred under the Act.

Before selecting a person for training the Department is required to find out whether there is a reasonable likelihood that when he has been trained he will be able to find a job in the occupation for which he has been trained. If such employment is not available in district where the applicant lives, the Department must obtain reasonable assurance that he is willing to accept employment elsewhere.

Weekly training allowances to persons undergoing training are paid by the federal Government for a period not exceeding 52 weeks, through agreements with the various states. The amount of such allowances is not to exceed the average weekly unemployment compensation payment per week of total unemployment in the state making such payments, during the most recent quarter for which data are available. For a person who is getting unemployment compensation, the federal Government payment may be used to supplement the unemployment compensation to bring it up to the amount indicated above.

Provision is also made for payment of transportation and subsistence expenses for those engaged in training, including on-the-job training, if such persons are being trained at a place not within commuting distance of their homes.

The Act provides that if state unemployment compensation payments are being made to a trainee who is entitled to a training allowance, the state shall be compensated for such payments by the federal Government.

The Act further provides for the setting up by the Secretary of a national advisory committee to make recommendations to him regarding the carrying out of the provisions of the Act.

The Secretary, in his report, stated that at the end of December 1962 about $19,000,000 had been set aside to cover 430 training projects. Of this total, $11,000,000 was for training allowances and $8,000,000 was for the direct costs of training. The average cost per trainee was reckoned to be $1,178.

Free World's Women Unionists Meeting in Vienna at Month-end

A meeting of about 60 women trade union representatives from all parts of the free world is scheduled to take place from April 29 to May 3 in Vienna. It is being organized by the International Confederation of Free Trade Unions and the International Trade Secretariats.

Delegates from 35 countries in Asia, the Middle East, North and South America, Africa and Europe will study the questions confronting working women throughout the world. Among the subjects to be discussed are: the role of women and trade unions in the struggle for peace in a democratic society; the needs of women workers in industrialized countries; and the problems of women workers in the developing countries.

During the week after the meeting, from May 6 to 10, a seminar for women trade unionists on "Trade unions and the problems and needs of the world's women workers" will be held at Tegernsee, Germany.

Machinists Celebrate 75th Anniversary Next Month

The 75th anniversary of the founding of the International Association of Machinists will be celebrated in May.

In a message to all IAM lodges, President A. J. Hayes said few organizations in any field have survived for 75 years and that for a union to be growing and developing at 75 "is a living testimony to the courage, the determination, the wisdom and the idealism of our members."

Professional Manpower Advisory Committee

Eighth meeting told that science graduates may outnumber engineering graduates in a few years, that doctors and dentists still in short supply, that smaller universities raising admission standards. Training of technicians is stressed

At its eighth meeting, held on February 25 in Ottawa, the Advisory Committee on Professional Manpower was told that science graduates may outnumber engineers in a few years, that doctors and dentists were in short supply and insufficient facilities existed for training dentists, and that Canada's intermediate universities and colleges had raised admission standards. In at least two provinces, the universities had raised the admission standard for students enrolling from other provinces.

University enrolment statistics submitted to the meeting showed that the number of science graduates may soon exceed that of engineers, already in short supply.

To free more engineers for strictly engineering duties, the Committee emphasized the importance of training more technicians.

The Committee agreed that its Subcommittee on Professional Manpower Statistics, established as the result of a recommendation by the Committee at its previous meeting (L.G., Jan. 1962, p. 11), continue its work.

The preparation of a statistical handbook on professional manpower, recommended by delegates at the previous meeting, was in the final stages, the meeting was told.

Delegates found that, statistically, the excessive outflow of engineers and scientific manpower to the United States and other countries continued, but learned that, historically, Canada had been "the winner" rather than the loser in the interchange of professional manpower with other countries.

J. P. Francis, Director, Economics and Research Branch, Department of Labour, was Chairman of the meeting, which was attended by representatives of professional associations, education and university groups, research and government bodies, and crown corporations.

The purpose of the Advisory Committee on Professional Manpower is to bring together representatives of various groups to discuss professional manpower, to act as a consultative group and advise the Department of Labour on professional manpower research, and to serve as a means of communication and interchange of information.

Economics and Research Branch

A report on the research activities of the Economics and Research Branch in the area of professional manpower was presented by A. D. Boyd, head of the Professional Manpower Section.

He quoted the latest statistics obtained from the Branch's most recent survey of the Register of Scientific and Technical Personnel. Each year, one third of the Register receives a survey questionnaire; the 1962 survey was the sixth.

The Register now lists more than 88,000 professional persons, of whom about 55,000 are engineers and architects, and 33,000 are scientists. During the 1962 survey, about 77 per cent had replied.

Mr. Boyd also described the numerous changes made in the *Directory of Canadians Studying in the United States* (L.G., Feb., p. 109); the practice of including details on the number of students intending to return to Canada had been discontinued this year.

He reported that the statistical handbook on professional manpower, the preparation of which had been suggested by the Committee at its previous meeting, was now in the final stages.

The Branch planned to continue with research on professional manpower supply and projected demand during the current year. The survey of the supply side was well under way.

In the subsequent discussion, Dr. Edward F. Sheffield, Director of Research, Canadian Universities Foundation, suggested that the *Directory of Canadians Studying in the United States* make a distinction between full-time and part-time students.

The suggestion was also made that other professional classes be included in the projections for the professional manpower supply and demand, the emphasis now being on science and engineering. To do this, it might be necessary to make use of projections made by other agencies. It was proposed that the Economics and Research Branch act as a liaison medium for the various groups interested in and working on the numerous problems of assessing professional manpower, especially in the matter of demand projections carried out by different agencies.

There was discussion on the loss of engineers and scientists to other countries, especially to the United States. Although the statistics showed that currently and during recent years, Canada was the loser, it was pointed out by Mr. Francis that "historically we have been the winner" as far as the general outflow and inflow of professional persons was concerned. The loss of technical and scientific personnel to the United States was often overemphasized.

Subcommittee on Statistics

The report on the activities of the Subcommittee on Professional Manpower Statistics was presented by Dr. Paul H. Casselman, its Chairman.

He stated that the subcommittee had been organized in July 1962 and had held four meetings since. "The role of the subcommittee, which is advisory in nature," said Dr. Casselman, "is to bring together interested agencies in order to discuss statistical needs and make suggestions for improving and developing statistics in the field."

On the question of the definition of professional manpower, the subcommittee had agreed to adopt a broad definition that included technicians, because a great number of professionally trained persons were engaged in technician work and a number of technicians were holding professional jobs in the broader and practical meaning of the term.

One of the statistical gaps that the subcommittee will attempt to fill concerns part-time enrolment at Canadian universities. As statistics on university graduations include both the full-time and part-time students, and since the number of part-time students varies greatly with the course, "you get a distorted picture of the relationship between enrolments and graduations in specific fields," Dr. Casselman stated.

Individual Group Reports

Among reports by individual members of the Committee was a statement on the expansion of the new Atomic Energy of Canada Limited establishment in the Winnipeg area. Supporting technicians equal in number to the professional staff would be required in the near future, it was reported.

T. H. G. Michael of the Chemical Institute of Canada reported that chemists with an honors degree at the bachelor level were disappearing. Graduates were going on to the doctorate level and the resulting gap was being filled to some extent by other graduates having some specialization. By 1970, the universities would need a whole year's graduating class for their own staffs, the Institute predicted.

Leo Nadeau of the Canadian Council of Professional Engineers reported that its salary survey would soon be extended to four provinces in the West (instead of covering Ontario and Quebec only), and later to the Maritimes. Seven provincial engineering associations had set up or were setting up interprovincial certification programs for engineering technicians, the Council reported.

Dr. Sheffield, Canadian Universities Foundation, presented a report on admission to university. During the past five years, it stated, Canada's intermediate size universities and colleges have been raising their admission standards, bringing them nearer to those of the larger universities. Required averages now ranged from 60 to 70 per cent at the junior matriculation level, and 55 to 65 per cent at senior matriculation. In at least two cases, students from outside a province required higher averages than those from within the province.

There were insufficient places available in 1962 for qualified applicants wishing to study medicine and dentistry. The report added that this situation had obtained for some time.

T. G. Willis of the Agricultural Institute of Canada, reported the Institute's concern over the short supply of graduates that was developing in agriculture.

Technician Education

Dr. Garnet T. Page, Engineering Institute of Canada, reported on problems of technician education. He referred to the work undertaken by the National Advisory Committee on Technological Education, of which he is the Chairman, and the recommendation it made at its meeting during January (L.G., March, p. 208).

Dr. Page hoped that a meeting of the principals of institutes of technology, as recommended by that Committee, would take place in early June.

During discussion of the report, the point was again brought out that many engineers were doing technicians' work, and that when more graduates from the institutes of technology became available, the engineer supply picture would be changed.

On the question of why graduates of institutes of technology should not be given formal credits toward university, Mr. Nadeau of the Canadian Council of Professional Engineers stated that two different types, not levels, of education were involved.

Why a student should enroll in an institute of technology in preference to a university, when he met the admission standard for

both, was explained to some degree by the limit of financial support some parents could afford, said one delegate. The view was expressed that a technology student should be able to proceed further, with formal credits, if he wanted to.

The high attrition rate in university courses experienced by top-level high school graduates received some criticism. One delegate wanted to know what the universities did with or to all the top-level high school students they demanded.

It was brought out that a "top-flight" graduate from Ryerson Institute of Technology, now received almost the same starting salary as a bachelor of science graduate from a university.

Supply and Demand

Reporting on the current and future labour market for engineers and scientists, Dr. Paul H. Casselman, Chief, Manpower Resources Division, Economics and Research Branch, gave the results of two recent surveys for establishing the supply and projecting possible demand.

The surveys showed that enrolments in science were up, but that those in engineering were down, and that the number of science graduates may surpass that of engineering graduates in the near future. The supply of engineers is already considered inadequate.

On the question of loss through emigration, 1959-61 figures showed that Canada was losing more engineers than it gained from all sources, and the 1962 figures are expected to be similar.

Total engineering enrolment rose from 8,367 in 1950-51 to 14,631 in 1961-62, and total university enrolment from 64,036 to 121,547. During the same period, pure science enrolment increased from 4,049 to 12,215.

Engineering enrolment rose, with some annual fluctuation, from 13.1 per cent of total university enrolment in 1950-51 to 17 per cent in 1957-58, and then dropped to 12.0 per cent of total university enrolment in 1961-62. By contrast, the pure science enrolment was 6.3 per cent of total university enrolment in 1950-51 and, although it also fluctuated somewhat, rose to 10.0 per cent of the total by 1961-62.

The ratio of job vacancies to unplaced applicants of engineers was 39.7 in 1950, reached a high of 576.2 in 1956, and dropped to 116.6 in 1962 (based on 11 months in 1962). There was considerable fluctuation in the intervening years.

A discussion viewpoint presented was that there are many ways of classifying or defining engineers, it was therefore difficult to determine if there really is a shortage of engineers in Canada. Dr. Casselman expressed the view that, if the shortage of engineers in Canada was real, salaries would rise, and there would be less emigration from Canada to the U.S.

Classification of today's engineers was difficult, it was pointed out. There were many in managerial functions, and some engineers were even engaged in accounting in some firms, where their engineering background fitted them to conduct surveys or perform operational analyses. Managerial classes should be included in the statistics, some delegates thought.

Deplores Canada's Lack of Opportunities for Research Workers

Research and development are, from the national standpoint, the key to improved products and increased productivity, and, from the company point of view, "the source of soundness of stature and adequate self-sufficiency," said Carl A. Pollock, President of the Canadian Manufacturers' Association, in an address last month in Toronto to the National Conference of Producers and Consumers.

Mr. Pollock went on to say that Canada, however, was technologically far behind the other industrial nations of the world. "Actually we are faced with a real challenge to catch up with our competitors. We must spend more and ever more on industrial and scientific research, because, in a modern industrial state, the ability of industry to at least keep abreast of developments in all fields is the only guarantee of progress," he said.

A large part of research expenditures goes into salaries, he said, and he wondered "how we are going to keep in Canada the many young people whose hard-earned and costly qualifications fit them for research employment if there are insufficient opportunities available to them here.

"We Canadians gladly subsidize university undergraduate and postgraduate education, yet incorporate insufficient creative jobs to keep most of these students in Canada," Mr. Pollock said.

Canadian industry is spending millions of dollars on industrial and scientific research each year, and expenditure and in-

vestment in this field are growing "at the remarkable rate of 15 per cent annually," he went on. "And yet the truth of the matter is that we are not spending nearly enough."

Asking where the money for research was to come from, he said that as far as private industry is concerned it must come in the first instance from corporate earnings. "One of the reasons why we have been lagging in the field of research," the CMA President asserted, "is unquestionably because industry's profits declined over most of the past decade, at a time when rising competition from the newly equipped, industrially profitable nations of Western Europe made it more necessary than ever that our creativity should have been increasing."

He pointed out that the Canadian manufacturer's profit is much smaller than is popularly supposed. "In reality," he said, "the average profit on the sales dollar earned by Canadian companies rarely exceeds 5 cents, and in recent years has frequently been sharply less than this."

The Challenge of Automation

Challenge of automation is to reconcile clash between efficiency of operation and preservation of human values, and time for solution is short. Automation is a promise of benefits for the economy, a source of concern for wage-earners

The challenge of automation, in broad outline, is "to reconcile clash between efficiency of operation and preservation of human values," said Rev. Dennis J. Comey, S.J., in an address to Georgetown University's Conference on Social Ethics and Automation. His paper was published in the February number of *The Lamp*, monthly publication of the Franciscan Friars, Garrison, N.Y.

Automation is both a promise of wondrous benefits for the nation's economy and a source of concern for wage-earners. Father Comey described automation's advantages, listed its disadvantages, and warned labour and management that in facing the challenge, "we have not much time."

In his address he said also, in essence, that:

—Automation is necessary to meet present and future demands placed upon the economy and society.

—Its exploitation by business should not be directed simply to more and faster, continuing profits. Some control may be necessary, but there should be no panic in considering or evolving it.

—Users of automation can point to well-proved production advantages; yet the existence of some concern is evidenced by the demand that "free men be not enslaved to hardware."

—"That appalling 50-per-cent figure applied to the unskilled and semi-skilled, then transferred to the permanently unemployable, must shrink."

—Automating industrialists can soften the impact by "cultivating economic patience." The current mood is that any investment must show prompt dividend.

—Organized labour "has chosen to play the part of a hypercritical observer; its contribution to an easing of anticipated hardship has been negative and of negligible value."

—Unions could make a bold move by foregoing any pay increases, for a limited time, on behalf of unionized workers now earning three dollars an hour or more. A two-year trial could reveal much about the effects of automation.

—A good basic education will be a future requisite for newcomers to the labour force; "an automated future puts a premium on refined skills."

Automation Is a Need

Automation is a need, to achieve economic and social goals. It guarantees a sound return in productivity for every dollar invested in equipment. It spells opportunity to slash operating costs, increase production and productivity, and strengthen purchasing power by making lower prices possible.

There is a suspicion that more and faster "automated" profits has become the sole aim; and there are calls for a safeguard against excesses, a safeguard that in the extreme would amount to total control of the decision-making authority. But "let it be affirmed that the industrialist who looks

to automation as an improved source of production, sales, profits, need not be tabbed an enemy of society . . .

"If a social conscience fails to prompt the industrialist to maintain a regard for people, investors, managers and supervisors, employees and customers, let no moan of anguish rend his peace when legislative remedy is prescribed."

An effort has been made to ease the fear of those who see the threat of vanishing jobs by promising less emphasis on manual strength, safer and cleaner shops, increased worker pride resulting from the prestige of association with a progressive plant, and that automation must create more jobs, increase wages and provide more secure job tenure.

But the forecast of sweetened job satisfaction, living-room working conditions, and the opening of job opportunities "in an uncalendared future" is too vague and too glib, Father Comey continued. The man who works for wages rebels at electronic penury and cries: "Don't forget me."

It oversimplifies the problem to grumble that workers and their unions stubbornly cling to outdated jobs and work practices. While waiting for a "blueprint of answers," he said, we can only "pluck a few proposals out of thin air." And the first is retraining.

If current retraining programs, both government and industry, have had disappointing results, the effort need not be considered wasteful: trial and error can lead to a workable formula.

Perhaps the barrier is psychological. Automation's impact, though headlined by numbers and percentages, is more emphatically individual and personal. Resistance to change is indeliberate. The American worker is victimized by his habits; he is ultra-conservative, a guardian of the status quo, disinclined to risk job security gained through years of service. Relying on an acquired skill and familiarity with job demands, made fearful of a summons to adjust to new conditions, the sturdy husband and father chooses to gamble that his job and wage will outlast the engineer's invention. Given that frame of mind, batteries of tests can reflect a spurious lack of ability, talent, desire.

The "appalling" figure of 50 per cent—the unskilled and semi-skilled—who become unemployed must be reduced, and industry can help by cultivating "economic patience"—by not adhering strictly to the premise that profits must be continuously growing, that any investment must show prompt profit, and by not laying off workers as a quick cost-cutting measure.

"Little wonder that job-hunters scoff at the exhortation to adopt a long-range measurement when employers fix their sights no further than the next payday.

"A social conscience is imperative. If our past guides the future, concern for automation's unemployed will be tightly tailored to the columns of an accountant's ledger."

Possibly a more painful effect of automation is the frustration suffered by young people seeking a first job. "More exacting qualifications are in prospect. An automated future puts a premium on refined skills . . ."

Organized Labour

Organized labour, beyond playing the part of a "hypercritical observer," has done little to solve the problem: "its contribution to an easing of anticipated hardship has been negative and of negligible value." It advances an oversimplified solution in advocating the hiring of more workers, when in fact, fewer are needed.

A shortened work week is prescribed as a remedy for unemployment miseries. "In a more remote day, this proposal would have been dignified as a true share-the-work program: social-minded workers would choose to forego work and wages to minimize the distress of the jobless." The basic concept has been distorted, however—it is now a shorter work week without pay reduction, which proposal increases the hourly rate for those who retain jobs. It can be counted "as sheer folly to assume that employers will jump current wages 10 to 15 per cent and hire new employees at so ballooned a rate."

Father Comey suggests unions and their leaders could startle a worried nation by "one bold move"—a pledge that all unionized workers now earning three dollars or more an hour would forego any wage increases for a limited time. Likening this to the wartime no-strike agreement, he believes that a trial period of two years would be enough to gauge the "economic promise" and measure the personal hardship stemming from automation. He pointed to recent agreements in the U.S. steel and aluminum industries as a "half-step forward" in this direction.

Future workers will need a comprehensive basic education more so than specific skills, he asserted. "Key punching cannot replace ability to analyze a situation, to diagnose a problem." The liberal arts in education should not be discarded, he emphasized.

To cope with automation, "labour and management, waiting and watching for the next move, should be reminded that we have not much time," he concluded.

Industrial Fatalities in Canada during Fourth Quarter of 1962

Deaths from industrial accidents during quarter numbered 246, decrease of 51 from total in previous quarter and of 43 from number in same quarter of 1961

There were 246* industrial fatalities in Canada during the fourth quarter of 1962, according to the latest reports received by the Department of Labour.

During the previous quarter, 297 fatalities were recorded, including 62 in a supplementary list. In the fourth quarter of the previous year, 289 fatalities were recorded.

During the quarter under review, there were three accidents that each resulted in the deaths of three persons. On November 7, three men were killed when two trucks collided near St. Nicholas, 15 miles southwest of Quebec, Que. On November 8, three men died of asphyxiation in a refinery tower at Port Credit, Ont., while unloading drums of catalyst pellets. On December 26, three men died of exposure in freezing temperature after the Newfoundland coastal schooner *Mary Wescombe*, which had departed from Fortune, Nfld., ran aground at Cape Coupe at the southern tip of Little Miquelon Island.

Grouping by Industries

The largest number of fatalities, 44 each, occurred in the construction and manufacturing industries.

In the construction industry, 11 of the 44 fatalities were in buildings and structures, 13 in highways and bridges, and 20 in miscellaneous construction. For the same period of the previous year, 67 fatalities were recorded: 22 in buildings and structures, 16 in highways and bridges and 29 in miscellaneous construction. During 1962's third quarter, 58 construction fatalities were listed: 28 in buildings and structures, 22 in highways and bridges and 8 in miscellaneous construction.

Of the 44 fatalities in the manufacturing industry, 16 were in wood products; 7 in iron and steel products; 4 in transportation equipment; 3 each in food and beverages, paper products and petroleum products; 2 each in textile products, non-metallic mineral products and chemical products; and 1 each in rubber products and printing products. During the same period of the previous year, 42 fatalities were recorded: 12 were in wood products; 5 each in food and beverages, iron and steel products, and transportation equipment products; 4 in paper products; 3 each in non-metallic mineral and chemical products; 2 in non-ferrous products; and 1 each in tobacco products, textile products and printing products. Accidents in manufacturing during the third quarter of 1962 resulted in 54 deaths: 19 in iron and steel products; 9 in paper products; 5 each in food and beverages, wood products and transportation equipment products; 4 in non-metallic mineral products; 3 in chemical products; and 2 each in non-ferrous and electrical apparatus products.

The 34 fatalities that were recorded during the fourth quarter in the transportation, storage and communication industry were distributed as follows: 18 in local and highway transportation; 8 in water transportation; 6 in railway transportation; and 1 each in storage and miscellaneous transportation. Fatalities recorded in this industry for the same period in 1961 numbered 40, of which 15 were in railway transportation; 11 in local and highway transportation; 8 in water transportation; 3 in air transportation; 2 in storage; and 1 in telegraphs and telephones. During 1962's third quarter, 42 persons were killed in this industry; 23 in local and highway transportation; 10 in air transportation; 6 in railway transportation; and 3 in water transportation.

The number of fatalities recorded in logging during the quarter was 29, an increase of 1 from the 28 listed during the fourth quarter of 1961, and of 7 from the 22 listed during the third quarter of 1962.

Twenty-six fatalities were recorded in the mining industry: 15 in metal mining, 10 in non-metallic mineral mining and 1 in coal mining. During 1961's fourth quarter, 34 fatalities occurred: 21 in metal mining, 8 in non-metallic mineral mining and 5 in coal mining. Forty fatalities were listed for the third quarter of 1962: 26 in metal mining and 7 each in non-metallic mineral mining and coal mining.

Grouping by Causes

An analysis of the 246 fatalities during the fourth quarter of 1962 shows that 76 (31 per cent) were the result of being "struck by" different objects: 57 of these were in the category "other objects", 10 were caused by "moving vehicles" and 9

* *See* Tables H-1 and H-2 at back of book.

The industrial fatalities recorded in these quarterly articles, prepared by the Collective Bargaining Section of the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in industries covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

were the result of being struck by "tools, machinery, cranes, etc."

Fifty-five fatalities were under the heading "collisions, derailments, wrecks, etc."; 41 of them involved automobiles and trucks, 8 involved tractors and loadmobiles, 4 involved railways and 1 each involved water craft and miscellaneous agencies.

Forty-four fatalities were caused by "falls and slips"; all but two were the result of falls from different levels.

Twenty-nine fatalities were the result of being "caught in, on or between". Of these, 9 involved tractors and loadmobiles; 5 each involved machinery and hoisting or conveying apparatus; 4 involved automobiles and trucks; 3 involved belts, pulleys, chains, lines, etc.; 2 involved trains or other railway vehicles; and 1 involved miscellaneous agencies.

The remaining 42 fatalities were distributed among other causes as follows: 13 were caused by "conflagrations, temperature extremes and explosions"; 11 were the result of "inhalations, absorptions, asphyxiations and industrial diseases"; 9 were caused by "electric current"; 3 by overexertion; 2 were the result of being "struck against or stepping on objects"; and 4 were under the heading, "miscellaneous accidents".

By Province and Month

By province of occurrence, the largest number of fatalities 86, was in Ontario. In British Columbia there were 42, in Quebec, 29 and in Alberta, 27.

During the quarter under review, there were 97 fatalities in October, 77 in November and 72 in December.

Advises Builders to Look to Home Improvement Market in Winter

More than 55 per cent of all occupied dwellings in Canada were more than 15 years old, and will be requiring a continuing program of maintenance, repair and improvement, said Dr. W. R. Dymond, Assistant Deputy Minister of Labour, in an address last month to the Home Builders' Association of Greater Ottawa.

Experts estimate that the home improvement market, which currently exceeds half a billion dollars, could reach an annual potential of one billion dollars. This amounts to more than one third of the total estimated expenditure on new dwellings, he added.

"The experience of those who have been successful in the home improvement market indicates that it is an ideal winter operation. Winter is the time when house building tends to slacken off. As employers, you are no doubt interested in keeping your key staff intact during the winter months. In addition, you would probably welcome a new winter market that would enable you to more evenly amortize your capital and other costs over a 12-month period," Dr. Dymond said.

He gave examples of the ways in which building supply dealers had exploited the advantages of getting home improvement work done during the winter months, with profit to themselves and to the benefit of customers and of building construction tradesmen, who were thus kept at work instead of being laid off during the wintertime.

Builders, either individually or collectively, should make sure that the public was informed of "the many advantages of home improvement."

He went on to say that although he emphasized the possibilities of home improvement during the winter months, he did not want to minimize the importance, both to himself and his employees, of a builder's main activity of house building in the wintertime.

Rehabilitation Institute of Montreal

Official opening held on March 9. Institute began in 1950 with staff of four, including present Assistant Co-ordinator, Civilian Rehabilitation. Halifax opens clinic for hard of hearing. Ottawa hospital employs 20 disabled persons

The Rehabilitation Institute of Montreal officially opened its new building on March 9. Hon. George Marler, leader of the Quebec Legislative Council, representing Premier Lesage, unveiled a bronze plaque commemorating the event.

Mr. Marler described the new $3,500,000 hospital as a "modern success story." This story began in 1950 when the Institute opened its doors in small quarters. Dr. Gustave Gingras, Executive Director, had a staff of four persons, which included Noel Meilleur, now Assistant Co-ordinator, Civilian Rehabilitation; and Réal Rouleau, now Assistant Director, Unemployment Assistance, Department of National Health and Welfare.

It soon had to move to somewhat larger quarters and later, in September 1952, moved to the Montreal Convalescent Hospital, where it continued to operate until its new, up-to-date hospital building was ready for occupancy in February 1962.

Today the Institute has a staff of 167 and is equipped to provide a variety of rehabilitation services to both children and adults. During the 12 years since its inception more than 10,000 persons have been served and the Institute has gained recognition as a leader in its field, not only in Canada but throughout the world.

Dr. Gingras is a consultant to the United Nations Technical Assistance Administration.

The Institute has provided training in physical medicine to 22 doctors, 13 from Canada and the others from Venezuela, Israel, Turkey, Greece and Spain.

New Clinic in the Maritimes

A New Hard of Hearing and Speech Assessment Clinic, the only one of its kind in the Maritimes, opened on January 7, 1963 in Halifax. The major goal of the clinic will be to try to diagnose hearing problems at as early an age as possible and enroll small children in the Halifax Preschool Class for deaf children.

The Clinic will provide diagnostic services, treatment and counselling for both children and adults. Hearing aids will be supplied when required along with instruction and training in their use.

Dr. Arthur C. Shane is Medical Director and Otologist; Dr. Helen M. Hunter, Paediatrician; and Dr. Adam J. Sortini the Audiologist, Speech Pathologist and Administrator.

Ottawa Hospital Employs Handicapped

The January issue of *The Link*, a news bulletin from St. Vincent Hospital in Ottawa, reports on the employment of disabled persons in that institution. It says:

"St. Vincent hospital has, in recent years, become increasingly interested in the field of rehabilitation. It has developed new concepts and philosophy in relation to its responsibility to the person with a handicap. Emphasis is placed on the fact that employability depends on a worker's ability and not his disability. This hospital looks at the man's residual capabilities and judges him on these alone. If his capacities fit the minimum physical requirements to perform the job to the required standard, his disabilities are not important.

"No special jobs are created for the disabled worker. The openings are filled by selective placement after a careful matching of the requirements of the hospital and the conditions of the work with the needs, circumstances and capacities of the individual.

"In this institution, there are not less than 20 known disabled employees. Barriers of age and attitudes toward certain disabilities do not exist. They include amputees, blind persons, a deaf-mute, an ex-tubercular patient and people with hand or leg deformities of one kind or another. We also find those who suffer from back and spine injuries, multiple sclerosis, epilepsy, poliomyelitis, nervousness, cardiovascular disorders and some with limited mobility.

"Handicapped persons are actually carrying out with great satisfaction the following occupations: Social Work director, subcontract supervisor, receptionist, dishwasher, laundryhand, refectory waitress, orderlies, kitchen help, elevator attendants, etc.

"The employment of the physically handicapped in suitable jobs is not an act of charity. The disabled persons have been found to work effectively, are usually very conscientious and tend to care far more for their job than those who can seek work readily anywhere.

"The return to suitable employment is part and parcel of rehabilitation. The authorities of St. Vincent have a responsibility to employ people with a handicap..."

Services for Older Workers

An article in the spring issue of "Rehabilitation in Canada" describes action taken by Department of Labour and by National Employment Service to discourage age discrimination in hiring, promotion and retention of Canada's older workers

The social and economic problem of the older worker, although only one of the many problems of aging, is perhaps, one of the most complex and difficult of solution. The difficulties of older workers reach down to those in their forties and fifties and sometimes younger.

Vigorous action has been taken in Canada for many years to reduce age discrimination in employment. The Canadian Department of Labour and the National Employment Service—through its vast network of local offices—each play a distinctive role in the measures taken. The activities of one complement the other so that combined they represent a powerful force working steadily on behalf of older workers. In addition, the Canadian Government's Interdepartmental Committee on Older Workers with representation from the NES, the Labour Department, the Departments of National Health and Welfare and Veterans Affairs, and the Civil Service Commission, acts in an advisory capacity.

The Department of Labour, through its Division on Older Workers, carries on a continuing educational program designed to encourage a more favourable employment climate for older workers and to discourage age discrimination. The division also co-ordinates departmental activities in the field, stimulates research and studies and watches developments in other countries. In addition, it accumulates and disseminates factual information on matters related diectly or indirectly to older workers, answers enquiries, establishes liaison with national and provincial organizations, and generally serves as a central source of information in this field.

Substantial reduction of age-discriminatory practices and the removal of arbitrary age barriers in hiring, promotion and retention of workers, however, can be brought about only by co-operative action at the community level. To achieve such action requires the interest and co-operation of government agencies, employer and worker organizations and welfare and voluntary associations.

It is primarily at the community level, through its local offices, that the National Employment Service gives valuable service to older workers. The local offices are regularly helping older employment applicants to secure suitable employment or, in some cases, training, to improve their chances of becoming re-employed. In their daily contacts with employers the officers try to persuade them to remove unnecessary age limits in hiring.

The work of local employment officers on behalf of older workers has been helped by the wide distribution of a booklet, *How Old is Old?*, published by the Head Office of the NES in Ottawa. The record of placements of older workers in recent years indicates that progress is being made in overcoming employer reluctance to hire workers past 40 years of age.

The Special Services Division of the NES, with some 350 Special Services Officers across the country, offers special interviewing and counselling. These special services are available to employment applicants with physical handicaps and for young people as well as for those whose primary difficulty is advancing age. Counselling services include an appraisal of the applicant's capabilities, assessment of his employment possibilities, aptitude tests when necessary, and understanding advice designed to raise the applicant's self-confidence and morale.

Older applicants for employment are normally processed through the general placement services and placed in employment whenever possible. They are referred to Special Services when they present a special problem of placement. Frequently such services result in an applicant's being referred to a suitable job opening for which he is considered qualified; sometimes to the provincial rehabilitation co-ordinator's office or other agency for special services in connection with a physical, social or psychological handicap. In some cases, older persons who have been unemployed for long periods have had their morale and self-confidence raised by good counselling to such an extent that they have gone out and found employment for themselves.

Results can be achieved only with the co-operation of employers. It is therefore in the interests of employers to list their job vacancies with the National Employment Service to ensure for themselves a wider selection of applicants. At the same time, job-seekers can help by co-operating fully with the NES and searching diligently on their own to find a job.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Manpower				
Total civilian labour force (a) (000)	March	6,512	+ 0.2	+ 0.9
Employed (000)	March	5,963	+ 0.2	+ 1.2
Agriculture (000)	March	556	+ 4.5	− 3.6
Non-agriculture (000)	March	5,407	− 0.2	+ 1.7
Paid workers (000)	March	4,916	− 0.5	+ 2.2
At work 35 hours or more (000)	March	5,079	− 0.5	+ 1.0
At work less than 35 hours (000)	March	692	+ 1.3	+ 3.1
Employed but not at work (000)	March	192	+ 16.4	− 1.0
Unemployed (000)	March	549	+ 0.7	− 2.0
Atlantic (000)	March	89	+ 2.3	− 8.3
Quebec (000)	March	201	+ 0.5	+ 2.0
Ontario (000)	March	138	+ 2.2	− 7.4
Prairie (000)	March	70	− 1.4	− 1.4
Pacific (000)	March	51	− 1.9	+ 10.9
Without work and seeking work (000)	March	511	− 0.2	− 3.2
On temporary layoff up to 30 days (000)	March	38	+ 15.2	+ 18.8
Industrial employment (1949=100)	January	117.8	− 2.0	+ 2.3
Manufacturing employment (1949=100)	January	111.6	+ 0.6	+ 2.9
Immigration	Year 1962	74,586	—	+ 4.0
Destined to the labour force	Year 1962	36,748	—	+ 5.6
Strikes and Lockouts				
Strikes and lockouts	March	32	− 13.5	− 30.4
No. of workers involved	March	5,207	− 25.6	− 58.1
Duration in man days	March	34,080	− 54.7	− 76.3
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	January	$81.87	+ 4.4	+ 3.3
Average hourly earnings (mfg.)	January	$ 1.92	− 1.0	+ 3.2
Average hours worked per week (mfg.)	January	40.7	+ 9.1	+ 0.2
Average weekly wages (mfg.)	January	$78.21	+ 8.1	+ 3.6
Consumer price index (1949=100)	March	132.1	0.0	+ 1.9
Index numbers of weekly wages in 1949 dollars (1949=100)	January	141.9	+ 8.1	+ 1.9
Total labour income $000,000.	January	1,701	+ 0.5	+ 7.5
Industrial Production				
Total (average 1949=100)	February	190.6	+ 4.2	+ 4.4
Manufacturing	February	166.3	+ 4.7	+ 4.6
Durables	February	170.8	+ 4.6	+ 8.2
Non-durables	February	162.5	+ 4.8	+ 1.6

(a) Distribution of these figures between male and female workers can be obtained from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics. These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the labour force characteristics of the civilian non-institutional population of working age. (More than 35,000 households chosen by area sampling methods in approximately 170 different areas in Canada are visited each month.) The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that was employed or unemployed during the survey week.

EMPLOYMENT REVIEW

Manpower Situation, First Quarter, 1963

In the first quarter of 1963, there were no clear signs of either a new economic surge or significant weakness. As in the previous quarter, many of the business indicators moved sideways. Gains that were registered were generally moderate, although there were some notable exceptions.

Showing a decided improvement from earlier months were non-farm employment and labour income. The index of industrial production remained unchanged between December and January, continuing on the plateau that has been evident since last August. Non-farm employment, seasonally adjusted, increased by a little better than 1 per cent between last year's fourth and this year's first quarter, after showing practically no change for several months.

Employment in non-farm industries fell less than seasonally during the first quarter of 1963, mainly reflecting renewed strengthening in manufacturing and construction. Forestry, which had been a source of weakness earlier this winter, showed no signs of improvement. At last report, forestry was experiencing the usual seasonal lull associated with the spring break-up. In the service-producing industries, employment developments in recent months have been generally in line with seasonal patterns.

The improvement in manufacturing during recent months stemmed mainly from further strengthening in the durable goods division. Of some significance was the continuation of the upward trend in employment in motor vehicle accessories and parts plants, which, like assembly plants, were providing more employment than at any time in the past six years. Among the recent developments that have led to increased employment in parts plants was the decision by General Motors to manufacture automatic transmissions in Canada. In addition, there has been a substantial increase in exports of components. For the full year 1962, exports of automobiles and parts were about one fifth higher than the year before.

Noteworthy also was the continuation of the upward trend in employment in the shipbuilding and electrical apparatus and supplies industries. The improvement in the former was probably influenced by the fact that shipbuilding subsidies were scheduled to be lowered after March 31, resulting in a speed-up in activity before that date. Telecommunications equipment continued to set the pace in the electrical goods industry, but there was also a further improvement in heavy electrical machinery.

In other durable goods industries, employment appears to have remained fairly stable between the fourth and first quarters. The only noticeable improvement was in sheetmetal products and in heating and cooking apparatus. Although employment in the primary iron and steel industry remained unchanged, production continued to rise. In the first quarter of 1963, production of steel ingots was 13 per cent higher than in the corresponding period last year.

As in the previous quarter, there was little or no change in the non-durable goods component. There was some further improvement in rubber goods, however, reflecting an upturn in tire production resulting from the very large sales of new motor vehicles. In textiles and clothing, employment has been practically unchanged since the middle of last year, apart from seasonal factors.

The upturn in construction employment that has become apparent since the turn of the year does not appear to have been confined to any particular sector. During the last half of 1962, construction employment showed a noticeable decline partly because of an easing in housebuilding.

The service-producing industries have been experiencing a relatively slow rate of growth since the middle of last year. As a result, new job opportunities for women have tended to slacken off during this period. Employment for men, on the other hand, has continued strong, reflecting the improvement in the goods-producing industries. In March 1963, male employment was 58,000 higher than the year before, but employment of women was only marginally higher.

In the first quarter of 1963, average employment was 292,000, or 5.2 per cent, higher than in the corresponding period two years ago, the quarter that preceded

This review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

the current business upturn. About two thirds of this advance took place in the first year of the recovery. Employment increases over this two-year period were largest in service (112,000), manufacturing (90,000), and construction (59,000). Manufacturing and construction were considerably more expansive than in the previous business upswing. And the present upswing does not as yet appear to have run its course, whereas the 1957-58 upswing lasted just under two years.

The growth in service employment has slowed down considerably during the past year. Compared with the first quarter of 1962, employment in the service-producing industries showed an increase of about 55,000; over the previous year, the advance amounted to 184,000.

Unemployment—In the last year, the trend of unemployment has remained fairly stable. The seasonally adjusted unemployment rate in March 1963 was 5.7 per cent, compared with 5.9 per cent a year earlier. Except for a temporary increase in July last year, when a record number of students entered the labour market looking for summer jobs, the unemployment rate has shown virtually no change. The January 1961 unemployment rate of 7.8 per cent changed little until the second half of that year. From July to November 1961, the seasonally adjusted unemployment rate decreased sharply but since then has shown very little change, apart from seasonal movements.

In March 1963, the unemployment total stood at 549,000, a drop of 11,000 over the year. Of the unemployed in March, 485,000 were men; 285,000 were married men.

Regional Manpower Situation

ATLANTIC

The employment picture in the Atlantic region brightened somewhat during the opening quarter of this year. Total employment, seasonally adjusted, averaged markedly higher than in the fourth quarter of 1962. In each of the three previous quarters it had shown little or no change, aside from seasonal variations.

Manufacturing and the service-producing industries have been more active since the turn of the year, but there has been no apparent improvement in forestry and construction, both of which were hampered during the past winter by severe weather conditions in all parts of the region.

In the first quarter of 1963 non-farm employment averaged 31,000 (7 per cent) higher than in the corresponding period last year. Farm employment was 17,000 lower, about the same year-to-year margin as in the previous quarter. The reason for the drop in farm employment is still not clear. At no time in the previous 10 years has it shown a significant decrease.

Employment in the Atlantic region has increased considerably since the recovery got under way two years ago. In the first quarter of this year the number employed averaged 498,000, compared with 467,000 during the same period in 1961. This represents an advance of 6.6 per cent.

Among the major industrial divisions, employment developments during the past two years have been mixed. Manufacturing made a strong recovery, which, together with moderate gains in the service-producing industries, more than made up for losses in agriculture and forestry.

Over the past two years, manufacturing employment increased by 7.5 per cent. The durable goods component showed the most marked improvement, with transportation equipment dominating the advance. Aided by government subsidies, employment in the shipbuilding industry increased by 25 per cent during the past two years. Activity in this industry showed signs of faltering during the last half of 1962 but picked up again in recent months following a rebound in orders.

The devaluation of the Canadian dollar together with long-term government financing of exports of capital goods has helped considerably in boosting employment in the iron and steel industry. In January of this year, the steel industry in Sydney secured a $26 million order from the Mexican Government for steel rails. With smaller orders from India and the CNR, employment in this sector of manufacturing can be expected to continue strong for some months. The latest figures show that the Sydney steel industry was operating at close to 90 per cent of capacity.

The railway rolling stock industry was quite busy during the last half of 1962. In recent months, however, activity in this industry was being curtailed again owing to a shortage of orders.

Employment in non-durable goods industries expanded moderately during the past two years; food and beverages and

paper products shared about equally in the advance. During the quarter under review, production was sharply curtailed in a number of pulp and paper mills in the region as a result of the New York newspaper strike. There was no evidence, however, of large-scale layoffs in the pulp and paper industry.

Construction employment, seasonally adjusted, rose rapidly during the second and third quarters of 1961, and edged down somewhat thereafter. The over-all construction program this year is expected to continue at a relatively lower level. The Investment Survey indicates a 7-per-cent drop in capital spending over the year.

The mining industry improved noticeably during the past year, mainly as a result of continued strengthening in metal mining. Employment in fuels and metal mining was slightly higher than a year ago. In January of this year, employment in mining was 17 per cent higher than a year earlier. Coal production has been maintained at an unusually high level during recent months. In the first two months of this year, output was about one third higher than in the corresponding period last year.

Service employment rose moderately during the past two years, the main strengthening taking place in government and personal service. Employment in trade and transportation remained almost unchanged over the last two years.

Unemployment in the first quarter of 1963 averaged 88,000, which represented 15.0 per cent of the labour force. This compares with an unemployment rate of 15.9 per cent in the first quarter of 1962 and 17.0 per cent in the first quarter of 1961.

In March, the classification of the 21 labour market areas in the region was the same as in March 1962: in substantial surplus, 19; in moderate surplus, 2.

QUEBEC

Employment in the Quebec region declined less than usual during the first quarter of 1963 so that on a seasonally adjusted basis it was substantially higher than in the fourth quarter of 1962. All of the major industrial divisions except agriculture and forestry shared in the employment strengthening during the quarter. In the last three quarters of 1962, employment showed little change aside from seasonal variations.

Since the business cycle trough in the first quarter of 1961, total employment has risen by approximately 100,000, or 6.1 per cent. In the first quarter of 1963 the estimated number employed averaged 1,631,000, which compares with 1,533,000 during the corresponding period in 1961. Manufacturing and the service-producing industries accounted for much of the advance. Smaller gains occurred in construction and mining. Logging and farm employment declined during this period.

Manufacturing employment increased by about 4 per cent during the past two years. Much of the improvement took place in the last half of 1961. During the past year or more, manufacturing employment has increased relatively slowly, and in individual industries the trends have been mixed. Among those that showed continuing strength were electrical apparatus and iron and steel industries. Aircraft and railway rolling stock industries experienced employment declines.

The most marked improvement in manufacturing over the past two years occurred in shipbuilding, in which employment in recent months has been running about one third higher than two years ago. But the aircraft and parts industry registered an equally large decrease over the same period. In the railroad and rolling stock industry, employment edged up during 1961 and the early part of 1962 and declined thereafter.

As indicated earlier, the iron and steel and electrical apparatus industries showed increasing signs of vigor during the past year. In both of these industries an upward trend in employment was apparent from the early part of 1961 through the third quarter of 1962. Since then employment has tended to level off in both industries. Exports, particularly of industrial machinery, played a prominent role in the improvement in the iron and steel industry.

Industries which typically are sensitive to strong foreign competition benefited substantially during the past year as a result of the devaluation of the Canadian dollar and the surcharges on imports. The textile, rubber and clothing industries are among those which gained a larger share of the market as a result of these measures.

Employment in the construction industry strengthened noticeably during the fourth quarter of 1962 and the first quarter of 1963 after weakening last summer. In January of this year, construction employment was 4.8 per cent higher than a year earlier. The improvement appears to have been largely in housebuilding. With a large carry-over from last year of houses under construction and a rising trend in housing starts, house construction can be expected to increase in coming months.

The number employed in forestry operations declined somewhat more than season-

ally over the quarter. This industry has been a persistent source of weakness, registering decreases each year during the current upturn. Mining employment held firm during the first quarter of this year and was considerably higher than the year before.

The service industries continued to be a strong expansive force until the middle of last year, at which time the rate of growth began to decline. Over the past two years, the largest employment gains in this group occurred in hotels and restaurants and laundries and cleaning plants. The smallest advance was in transportation.

In the opening quarter of 1963 unemployment averaged 198,000, or 10.7 per cent of the labour force. The unemployment rate was unchanged from a year ago but substantially lower than in the first quarter of 1961, when it was 14.5 per cent.

In March, the classification of the 24 labour market areas in the region was as follows (last year's figures in brackets): in moderate surplus, 1 (5); in substantial surplus, 23 (19).

ONTARIO

In Ontario, economic activity continued to rise (apart from seasonal changes) during recent months, but as in the two previous quarters the pace of advance was slower than in the earlier stages of the recovery. Since the upturn got under way two years ago, total employment has increased by just under 100,000, or about 4.6 per cent. About three quarters of this advance took place in the first five quarters after the business cycle trough.

From the fourth quarter of 1962 to the first quarter of 1963 total employment in this region declined by approximately 70,000, a smaller-than-average decrease for the time of year. Farm employment held up better than usual this winter. At the same time, certain non-farm industries, notably construction, registered smaller-than-seasonal decreases.

Manufacturing continued to be an important source of strength during the first quarter of this year, with both durable and non-durable components showing further improvement. Employment developments in the service-producing industries were about in line with seasonal patterns; these industries have experienced little or no growth since the middle of last year. Mining employment showed little change from the relatively low level which was reached in the closing quarter of 1962. Forestry registered a larger-than-seasonal decrease.

Manufacturing employment continued to advance, and by February of this year was almost 10 per cent above the cyclical low point reached two years ago. Among the industries which showed further strengthening during recent months were rubber products, iron and steel, motor vehicles, and electrical apparatus.

The motor vehicle industry has been particularly busy during recent months, responding to a steady upward trend in sales. In the first two months of 1963, sales of new passenger cars were running about 15 per cent higher than in the corresponding period in 1962. The automotive parts industry appears to have benefited from recent provisions aimed at increasing exports of Canadian components. Employment in the motor vehicle parts and accessories industry has risen dramatically during the past year. In January, the index stood at 125.3, which represents an advance of 18 per cent over the year and 25 per cent over two years ago, the low point of the last recession. Employment in motor vehicle assembly plants increased by 11 per cent over the year and 15 per cent over two years ago.

Employment in the iron and steel division has shown further improvement since the turn of the year. Ingot production rose steadily as a result of increased shipments of steel shapes to the automotive, agricultural implement, machinery and stamping industries. Primary iron and steel production facilities have increased substantially during the current business upswing, reducing the dependency on imports for certain types of rolled products. Employment in the primary iron and steel industry increased sharply during 1961, but the rate of advance has slowed down considerably since then. In the two years since the business cycle trough, employment in this industry advanced by 15 per cent, which more than made up for the earlier decline. For the iron and steel division as a whole, employment increased during the past two years by 12 per cent.

The electrical apparatus industry has shown continued expansion so far this year; heavy electrical machinery and telecommunications equipment shared in the improvement. During the past two years, employment in this industry has expanded by some 22 per cent.

Sawmilling and non-ferrous metal products registered seasonal employment declines during the first quarter of this year. The non-ferrous metals industry has shown little change in recent months after experiencing a substantial decline during the closing quarter of last year after a cutback in

nickel production which, in turn, brought about a decline in smelting and refining operations. This was the only part of manufacturing in which employment was significantly lower than a year ago. In January, total employment in the non-ferrous metals industry was 2.5 per cent lower than a year earlier.

In the non-durable goods industries, employment in the first quarter of 1963 showed little change over the quarter before, aside from seasonal movements. In the two years since the recovery got under way, rubber products has shown the largest increase, followed by textiles and leather goods. Industries showing the smallest employment gains were foods and paper products.

Construction employment, seasonally adjusted, increased slightly during the past two quarters but was still only about 3 per cent higher than two years ago. Activity in residential construction showed signs of firming in the first quarter of 1963 after declining for several months. Non-residential construction showed renewed strength, mainly as a result of increased activity in industrial and engineering construction. The commercial sector was a continuing source of weakness.

The service-producing industries have contributed little toward the employment expansion since the middle of last year, although earlier in the recovery they chalked up sizable gains. Finance, insurance, real estate, community, business and personal services expanded noticeably during 1961 and the first half of 1962. Employment in wholesale and retail trade increased slowly during the past two years despite the fact that there has been a substantial increase in the number of new shopping centres and discount stores. This perhaps is indicative of the trend toward self-service.

Unemployment in Ontario increased seasonally between the fourth quarter of 1962 and the first quarter of 1963. Averaging 134,000, or 5.6 per cent of the labour force, it was substantially lower than a year ago. In the first quarter of 1962 the unemployment rate was 6.5 per cent; in 1961 it was 8.4 per cent.

In March, the classification of the 34 labour market areas in the region (last year's figures in brackets) was as follows: in balance, 2 (0); in moderate surplus, 20 (23); in substantial surplus, 12 (11).

PRAIRIE

In the Prairie region, employment declined during the first quarter of 1963 by a somewhat larger amount than is customary for the time of year. This was the second consecutive quarter in which employment in the region showed a greater-than-seasonal decrease. The slowdown can be traced mainly to a downturn in housebuilding activity; the decline in mining, mainly metal mining, was less important. In other major industries, employment changes were about in line with seasonal patterns.

In the first quarter of 1963, employment was estimated to average 1,096,000, an increase of 28,000, or 2.6 per cent, over the first quarter of 1961, the quarter that preceded the business upturn. The increase in employment over this two-year period was considerably less than the national average, which amounted to 5.2 per cent.

Even with some slowing down during the past few months, construction activity continued at a fairly high level in the first quarter of 1963. Construction employment in January was about the same as a year ago and some 7 per cent higher than in January 1961. During the past year, commercial and institutional building showed continuing strength, but housebuilding and industrial and engineering construction appear to have weakened. On the whole, the outlook for this industry appears to be fairly bright. According to the Investment Survey conducted at year-end, capital spending intentions for the current year show a projected rise of 4 per cent over that which was realized last year. Pipeline construction is expected to provide considerably more strength than in 1962.

Manufacturing has experienced a relatively slow rate of growth over the past two years, the over-all gain being somewhat smaller than in construction. Significant advances in the clothing, iron and steel and wood products industries more than offset small declines in food and beverages and petrochemicals. During the quarter under review, employment increased slightly in clothing, iron and steel and chemical products.

Farm employment declined seasonally during the first quarter of this year. There was also a drop in mining employment which can be attributed to a combination of factors. For one thing, construction activities associated with the nickel mine in Manitoba and the potash mining development in Saskatchewan were curtailed during the first quarter. At the same time there was an easing in oil and gas exploration which was probably influenced by the increasing use of British Columbia crude as a result of the new pipeline to the west coast.

Employment in the transportation, storage and trade industries showed little change during the current upswing. In most other parts of the service-producing industry, employment showed moderate gains, the largest advance being in the service industry proper.

Unemployment in the Prairie region registered a somewhat larger-than-seasonal increase during the first quarter of 1963. Averaging 71,000, the unemployment estimate represented 6.5 per cent of the labour force. This was unchanged from a year ago but somewhat lower than the 7.2 per cent in the first quarter of 1961. At the end of March 1963, the classification of the 19 labour market areas in the region was as follows (last year's figures in brackets): in moderate surplus, 9 (10); in substantial surplus, 10 (9).

PACIFIC

Employment in the Pacific region increased substantially during the first quarter of 1963, after adjusting for seasonal factors. This increase over the closing quarter of 1962 was the first sizable advance since last spring. The main strengthening was in manufacturing, forestry and the service-producing industries.

Estimated employment in the first three months of 1963 averaged 542,000. This represents a gain of 41,000, or 8.2 per cent, over the cyclical low point, reached two years before. All of the advance was in non-farm industries. Farm employment declined slightly over this period.

Manufacturing has played a prominent role during the recovery. Since the trough in the first quarter of 1961, manufacturing employment has risen by approximately 9 per cent. Much of the improvement was in saw and planing mills, which account for approximately 40 per cent of total employment and 30 per cent of commodity output in the region. This industry group accounted for much of the decrease in employment during the earlier recession. Increased markets for low-grade lumber in the United States and Japan aided considerably in the recovery of this industry. Sawmill employment has shown a 12-per-cent increase over the past two years.

The pulp and paper industry has been very active during recent months and, like sawmilling, figured prominently in the upturn in manufacturing employment during the past two years.

The most striking employment advance during the current business upturn was in shipbuilding. Increasing by 30 per cent over the past two years, this industry is still showing signs of improvement in the first quarter of 1963.

Employment in the food processing industry declined seasonally during the first quarter, remaining somewhat higher than 1962.

Conditions in the forestry industry improved, both over the quarter and over the previous year. Mining employment was maintained at a high level, gaining considerable support from shipments of iron ore and concentrates to Japan. In January, mining employment was 5 per cent higher than the year before and 24 per cent higher than in January 1961, the improvement being almost entirely in metal mining. Activity in the construction industry declined seasonally from 1962's fourth to 1963's first quarter, remaining at virtually the same level as a year ago.

With economic conditions in the Pacific region continuing strong, employment in the service-producing industries held firm. The service industry proper has expanded considerably during the past two years; more moderate gains occurred in trade, finance and transportation. Activity in the communications industry declined.

During the first quarter, unemployment averaged 54,000, or 9.0 per cent of the labour force, practically unchanged from the figure a year ago but substantially lower than that in the first quarter of 1961, at which time the number unemployed averaged 76,000, or 13.2 per cent of the labour force.

In March, the 12 labour market areas in the region were classified as follows (last year's figures in brackets): in balance, 1 (1); in moderate surplus, 5 (4); in substantial surplus, 6 (7).

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	March 1963	March 1962	March 1963	March 1962	March 1963	March 1962	March 1963	March 1962
Metropolitan	9	7	3	5	.....	.....	.....	.....
Major Industrial	15	17	11	9	.....	.....	.....	.....
Major Agricultural	7	6	7	8	.....	.....	.....	.....
Minor	39	35	16	22	3	1	.....	.....
Total	70	65	37	44	3	1	.....	.....

CLASSIFICATION OF LABOUR MARKET AREAS—MARCH

—	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Calgary Edmonton Montreal OTTAWA-HULL ← Quebec-Levis St. John's Vancouver-New Westminster Windsor Winnipeg	Halifax Hamilton Toronto		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Corner Brook Cornwall Fort William-Port Arthur Farnham-Granby Joliette Lac St. Jean Moncton New Glasgow Niagara Peninsula Peterborough Rouyn-Val d'Or Shawinigan Sherbrooke Sydney Trois Rivieres	Brantford Guelph Kingston Kitchener London Oshawa Saint John Sarnia Sudbury Timmins-Kirkland Lake Victoria		
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)	Charlottetown Lethbridge Prince Albert RED DEER ← Riviere du Loup Thetford-Lac Megantic-Ville St. Georges Yorkton	Barrie Brandon Chatham Moose Jaw North Battleford Regina →SASKATOON		
MINOR AREAS (labour force 10,000 to 25,000)	Bathurst Beauharnois Bracebridge Bridgewater Campbellton Cranbrook Dauphin DAWSON CREEK ← Drummondville Edmundston Fredericton Gaspe Grand Falls Kentville Lachute-Ste. Therese Lindsay Montmagny Newcastle NORTH BAY ← Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince George-Quesnel Prince Rupert Quebec North Shore Rimouski Ste. Agathe-St. Jerome St. Jean St. Stephen Sault Ste. Marie Simcoe Sorel Summerside Truro Valleyfield Victoriaville Woodstock, N.B. Yarmouth	→CHILLIWACK →MEDICINE HAT Belleville-Trenton Brampton Central Vancouver Island Drumheller Galt Goderich Kamloops Listowel St. Hyacinthe St. Thomas Swift Current Trail-Nelson Walkerton Weyburn	Kitimat Stratford →WOODSTOCK-TILLSONBURG	

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 215, March issue.

COLLECTIVE BARGAINING REVIEW

Collective Bargaining, First Quarter, 1963

During the first quarter of the year, 42 major collective agreements covering approximately 59,000 workers were signed. Among them were contracts in such sectors as chemicals and allied products, aircraft, sheetmetal products manufacturing, logging and other industries. Other settlements during the quarter involved municipal governments, hospitals and telephone corporations.

Major negotiations were at various stages by the end of March at a few pulp and paper mills and in the rubber manufacturing industry in eastern Canada, in the longshoring industry in the Maritime Provinces, Quebec, Ontario and British Columbia, as well as in other industries across Canada.

Two major strikes in Quebec that had begun in August 1962 were settled in the first quarter of 1963. In mid-February, about 1,300 employees at Shawinigan who are represented by the **National Syndicate of Chemical Workers,** a CNTU-chartered local, returned to work after a 26-week strike against **Shawinigan Chemicals.** A month later, a settlement between the **Metal Trades' Federation** (CNTU) and **Quebec Iron and Titanium** ended a 29-week strike of more than 700 workers at Sorel.

The new agreement at Shawinigan Chemicals is of three years duration and provides for three annual wage increases of from 5 to 14 cents an hour in February 1963 and additional wage increases of 2 per cent in February 1964 and 1965. Retroactive pay amounted to $75 for employees who worked full time between April 1, 1962 and August 17, 1962, the date the strike began. Other terms of settlement include revisions in sick leave benefits and deletion of the cost-of-living escalator clause from the contract, the existing bonus being incorporated into wage rates. The company also agreed to pay 50 per cent of the premiums for a group life insurance plan to be selected by the union.

Among the issues that prolonged negotiations at Shawinigan Chemicals were non-monetary proposals concerning work loads, job measurement, seniority and future employment of workers scheduled for layoff.

The issues of work loads and job measurement were resolved when the company agreed that employees may contest job content, work loads, degree of fatigue, and working conditions through the grievance procedure and that such disputes will be arbitrable by a firm of management consultants. The company also agreed to pay for the training of union nominees, who will work in the Industrial Engineering Department as union counsellors and representatives, in the techniques of job measurement.

During the negotiations, the union had requested that more than 200 employees who were to be laid off be transferred to the company's new petro-chemical plant at Varennes. The company declined this request during the strike on the grounds that most of these employees lacked the minimum three years high school education required for employment at the new plant. The question was settled when the company offered to transfer qualified employees to Varennes and to retrain some of the unqualified workers for other occupations.

At Sorel, the Metal Trades' Federation and Quebec Iron and Titanium signed a two-year agreement that increases basic wages by 9 cents an hour and the increment between job classes by 2/10 cent in March 1963, and provides for a basic wage increase of 13.6 cents an hour and an incremental increase of 1/10 cent a year later. The settlement also provides for retroactivity to July 1962 in the amount of 50 per cent of the initial wage increase. In March 1964, the hours of work will be reduced to 40 a week; until then they will remain at 42 with 2 hours being paid at the rate of time and one half.

One of the principal issues in dispute during negotiations was the request by the union to make work loads an arbitrable matter. The company was not opposed to having an arbitrator determine if work norms were violated, but objected to allowing a third party to establish the work norms. Under the new settlement, the union will have the right to contest work

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

loads and the parties agree to abide by the decision of consulting engineers.

In the logging industry, the **Carpenters (Lumber and Sawmill Workers)** were conducting negotiations on behalf of approximately 12,000 woods employees of pulp and paper companies in northern Ontario and Quebec. **Abitibi Power and Paper** was the first company to reach a settlement with the union during the quarter. The settlement, of two years duration, applies to employees at the company's Sault Ste Marie, Smooth Rock Falls, Iroquois Falls and Lakehead Woodlands Divisions and provides for wage increases of 6 cents an hour on hourly rates, 48 cents a day on daily rates and 4 per cent on piece-work rates. In addition, weekly hours of work for day work classifications will be reduced in September 1963 from 44 to 40 with maintenance of take-home pay. Other companies in northern Ontario—**Great Lakes Paper** and **Domtar Newsprint (Nipigon Woodlands Department)**—reached identical wage settlements with the union.

In Quebec, the Carpenters negotiated a three-year agreement with **Donohue Brothers** at Clermont. Negotiations between the union and the company had begun in May 1961 but were suspended in subsequent months because of a contest for bargaining rights between the Carpenters and a CNTU affiliate. In a representation vote taken in October 1962, the majority of employees elected to retain the Carpenters as their bargaining agent, and active bargaining was resumed. The terms of the ensuing settlement included a wage increase of 5 cents an hour as well as increases on piece rates and provision for wage reopeners in July 1963 and 1964.

At Franquelin and Shelter Bay, Que., the Carpenters negotiated a master agreement on behalf of 1,600 **Quebec North Shore Paper** woods employees providing for wage increases of 9 cents an hour and 25 cents a cord over a period of two years.

In the northern Ontario logging industry, 2,500 woods workers went on strike January 14 at Kapuskasing and Longlac against **Spruce Falls Power and Paper** and **Kimberly-Clark Pulp and Paper.** Among the important points at issue was a request by the union that the two companies adopt the terms of settlement negotiated earlier with Abitibi Power and Paper. The companies, however, were opposed to any substantial changes in the existing contract on the ground that the market for pulp and kraft paper was depressed.

Violence occurred during the one-month strike as strikers halted deliveries of pulpwood cut by independent settlers and farmers supplementing their farm income. In February, three strikers were killed and others wounded by gunfire in a clash with a group of independent cutters, 20 of whom were later charged with non-capital murder; more than 200 strikers were charged with rioting. Following this incident, the Government of Ontario initiated a conference between the companies and the union and induced the parties to refer their disputes to two arbitration boards for final and binding decision. The union officials recommended arbitration to their members and the strikers voted to return to work under the terms of the contract that had expired August 31, 1962.

By the end of March, other companies in northern Ontario—**K.V.P., Northern Forest Products,** and **Marathon Corporation**—were awaiting the results of the Spruce Falls and Kimberly-Clark arbitration proceedings.

Two settlements were reached in the aircraft manufacturing industry during February. At the **Canadair** plant in St. Laurent, Que., the **Machinists** signed a three-year contract providing for two wage increases ranging from 2 to 4 cents an hour, increased pension benefits and higher company contributions toward the pension plan, and extension of major medical insurance, which hitherto had been available to employees only, to employees' dependants. Approximately 3,400 plant employees are covered by this settlement.

In Toronto, the **United Auto Workers** signed a three-year agreement on behalf of 700 clerical employees of **De Havilland Aircraft**. Besides weekly salary increases ranging from $1.55 to $4.85 retroactive to November 3, 1962; $1.25 to $4.25 effective February 15, 1964; and $1.10 across the board effective February 15, 1965, this agreement incorporates improvements in paid holiday and vacation clauses, higher weekly sickness and accident benefits and a new provision for an S.U.B. plan.

On February 20, the **Can Workers Federal Unions**, CLC-chartered locals, signed a two-year master agreement covering approximately 1,500 employees of **American Can Company of Canada** at plants in Montreal, Que., Hamilton and Simcoe, Ont. Besides two wage increases—3 cents an hour effective January 1, 1964 and 3 cents an hour effective December 31, 1964, the expiry date of the new agreement—provision is made for higher pension benefits, a higher disability pension, a supplementary monthly pension and improvements in the non-contributory S.U.B. plan.

In addition, employees who are to be terminated because of the permanent closing

of a plant may be eligible for preferential employment rights at another plant of the company.

A feature of the American Can settlement is a plan designed to further employment opportunities in the company and to permit certain long-service employees to take periodic extended leave. The plan, taking effect January 1, 1964, will allow a three-month leave of absence with pay for employees with 15 or more years of service and thereafter at five-year intervals.

Four major collective agreements were signed during the quarter by municipal governments. In British Columbia, the **Public Employees** negotiated a two-year agreement covering 560 inside and outside employees of the **District of Burnaby**; the contract provides for two annual wage increases of 2.3 per cent for inside workers and foremen and of 5 cents an hour annually for outside workers. The union also concluded a one-year agreement on behalf of 1,200 inside employees of the **City of Vancouver** which increases salaries by 2.67 per cent. Both agreements provide for three weeks' vacation after five years of service.

In Quebec, the **City of Montreal** signed two-year agreements with the **Public Service Employees Federation** (CNTU), representing 3,700 inside workers, and the **Public Service Employees,** bargaining agent for approximately 4,100 employees in yards, shops, playgrounds and buildings. Under the agreement covering inside personnel, occupations were reclassified and a salary increase of $300 a year for most employees was included. Wage increases for outside workers total 14 cents an hour in steps of 7 cents each.

During the quarter, a number of hospitals in Quebec and Saskatchewan were parties to new agreements.

In February, final and binding awards were issued by two arbitration boards that had intervened in negotiations between **ten hospitals** bargaining jointly in the Montreal area, **Montreal General Hospital** and the **Service Employees' Federation** (CNTU). Approximately 5,800 non-professional workers are covered by these settlements.

The arbitration awards established one-year agreements providing for wage increases of $5 to $12 a week and settlement pay of 50 per cent of the wage increases for time worked between the expiry dates of the previous contracts and the effective dates of the new agreements.

Two settlements were negotiated in Saskatchewan. Early in March, the **Public Service Employees** and a **CLC-chartered local** signed a two-year agreement on behalf of 1,800 non-professional workers at **provincial hospitals** in Weyburn, Moose Jaw, North Battleford and Prince Albert. Wages are increased by 3 per cent in the first year of the agreement and by 1½ per cent in the second year. At Saskatoon, the **Building Service Employees,** representing 630 non-professional employees of the **University Hospital,** negotiated a wage increase amounting to 2½ per cent of the median in each salary range on a wage reopener provided for in a two-year agreement expiring December 31, 1963.

Four major collective agreements were signed during the quarter in the telephone communications industry. In Nova Scotia, the **IBEW** signed two one-year agreements, one covering 500 plant employees of **Maritime Telegraph and Telephone Company** and **Eastern Electric and Supply Company** that grants weekly wage increases ranging from 25 cents to $3, the other applying to 730 traffic employees of Maritime Telegraph and Telephone Company which increases wages by 50 cents to $2.50 a week.

In western Canada, the I.B.E.W. negotiated a two-year agreement in February providing for two annual wage increases of 3 per cent for plant employees of **Alberta Government Telephones.** It was also agreed that a joint labour-management study group would be established. Another two-year agreement was signed in March by the **Communications Workers** and **Saskatchewan Government Telephones.** Under this contract, wages of plant and traffic employees will advance by 3 per cent annually; those of clerical personnel will be increased in the first year of the agreement by 3 per cent and in the second year by 2¾ per cent, and hours of work will be reduced from 37½ to 36¾ a week.

The Ontario Labour Relations Board early in March dismissed applications made by the **International Association of Machinists** and the **Canadian Union of Operating Engineers** which had been seeking to retain their rights to bargain for former **Avro** employees following the merger of **De Havilland Aircraft** and Avro last summer (L.G., Oct. 1962, p. 1137). The Board thus upheld the claim of the **United Auto Workers** to include former Avro workers under their agreement at DeHavilland Aircraft.

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During April, May and June

(except those under negotiation in March)

Company and Location	Union
Abitibi Power & Paper & subsids., Que., Ont. & Man.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others.
Aluminum Co., Kitimat & Kemano, B.C.	Steelworkers (AFL-CIO/CLC)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (male empl.)
Associated Fur Industries, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Ayers Limited, Lachute, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Bathurst Power & Paper, Bathurst, N.B.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others.
Bowater's Nfld. Paper, Corner Brook, Nfld.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others.
CNR, North Sydney, N.S.	I.L.A. (AFL-CIO/CLC)
Cdn. Sugar Factories, Picture Butte, Raymond & Taber, Alta.	CLC-chartered local
Cdn. Westinghouse, Three Rivers, Que.	I.B.E.W. (AFL-CIO/CLC)
Cascapedia Mfg. & Trading, Gaspe Peninsula, Que.	Bush Wkrs., Farmers' Union (Ind.)
Commission Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (office & maint. empl.)
Consolidated Paper, Grand'Mere, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Shawinigan, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Denison Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Dominion Rubber (Rubber Div.), St. Jerome, Que.	Rubber Wkrs. (AFL-CIO/CLC)
Domtar Pulp & Paper (Howard Smith Paper Division), Cornwall, Ont.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Domtar Pulp & Paper (Newsprint Division), Red Rock, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others.
Eastern Canada Newsprint Group, Que. & N.S.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others.
E. B. Eddy, Parent, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Fraser Cos., Atholville, Edmundston & Newcastle, N.B.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Gaspesia woods contractors, Chandler, Que.	Bush Wkrs., Farmers' Union (Ind.)
B. F. Goodrich, Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Goodyear Cotton, St. Hyacinthe, Que.	Textile Federation (CNTU)
Great Lakes Paper, Fort William, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others.
Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
Kimberly-Clark Paper, Terrace Bay, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River & others, B.C. coast	Paper Makers (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River & others, B.C. coast	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Marathon Corp., Marathon, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Miner Rubber, Granby, Que.	Rubber Wkrs. (AFL-CIO/CLC)
Ontario-Minnesota Paper, Fort Frances & Kenora, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Ontario Paper, Thorold, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others.
Printing Industries Council, Toronto, Ont.	Typographical Union (AFL-CIO/CLC) (composing room empl.)

Company and Location	Union
Provincial Paper, Thorold, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Quebec North Shore Paper, Baie Comeau, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
E.S. & A. Robinson (Can.), Leaside, Ont.	Printing Pressmen (AFL-CIO/CLC)
Rolland Paper, Mt. Rolland & St. Jerome, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Scott Clothing, Longueuil, Que.	Empl. Assn. (Ind.)
TCA, company-wide	Air Line Pilots (Ind.)
Union composing rooms, Toronto, Ont.	Typographical Union (AFL-CIO/CLC)
University of Saskatchewan, Saskatoon, Sask.	CLC-chartered local
Wabasso Cotton, Grand'Mere Shawinigan & Three Rivers, Que.	United Textile Wkrs. (AFL-CIO/CLC)
White Spot Restaurants, Vancouver & Victoria, B.C.	Empl. Union (Ind.)
Winnipeg Metro., Man.	Public Service Empl. (CLC)

Part II—Negotiations in Progress During March

Bargaining

Company and Location	Union
Alberta Govt. Telephones, province-wide	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Anglo-Cdn. Paper, Forestville, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Assn. des Marchands Detaillants, Quebec & district, Que.	Metal Trades' Federation (CNTU) (garage empl.)
Assn. des Marchands Detaillants (Produits Alimentaires), Quebec, Que.	Commerce Empl. Federation (CNTU)
Atomic Energy of Canada, Chalk River & Deep River, Ont.	Atomic Energy Allied Council (AFL-CIO/CLC)
B.C. Hydro & Power Authority	I.B.E.W. (AFL-CIO/CLC)
B.C. Hydro & Power Authority	Office Empl. (AFL-CIO/CLC)
Breweries (various), Winnipeg, Man.	Brewery Wkrs. (AFL-CIO/CLC)
CBC, company-wide	Broadcast Empl. (AFL-CIO/CLC)
CBC, company-wide	Radio & T.V. Empl. (ARTEC) (Ind.)
Calgary City, Alta.	Public Empl. (CLC) (inside empl.)
Calgary City, Alta.	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Calgary Power & Farm Electric Services, Alta.	Empl. Assn. (Ind.)
Canada Steamship Lines, Ont. & Que.	Railway Clerks (AFL-CIO/CLC)
Cdn. British Aluminum, Baie Comeau, Que.	Metal Trades' Federation (CNTU)
Cdn. International Paper & subsids., N.B., Que. & Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Operating Engineers (AFL-CIO)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Continental Can, St. Laurent, Que.	CLC-chartered local
David & Frere, Montreal, Que.	Empl. Assn. (Ind.)
Dominion Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dominion Rubber (Footwear & Warehouse Divs.), Guelph & Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dominion Steel & Coal, Sydney, N.S.	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal, Trenton, N.S.	Steelworkers (AFL-CIO/CLC)
Domtar Newsprint (Donnacona Paper), Donnacona, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Domtar Pulp & Paper (Kraft & Boxboard Division), Windsor, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Dunlop Canada, Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
E. B. Eddy, Hull, Que.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Employing Printers' Assn., Montreal, Que.	Bookbinders (AFL-CIO/CLC)
Employing Printers' Assn., Montreal, Que.	Printing Pressmen (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (outside empl.)
Fairey Aviation, Eastern Passage, N.S.	Machinists (AFL-CIO/CLC)
Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)
Hamilton City, Ont.	Public Empl. (CLC) (office empl.)
Hamilton City, Ont.	Public Service Empl. (CLC) (outside empl.)
H. J. Heinz, Leamington, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Hotel Sheraton-Mt. Royal, Montreal, Que.	Hotel Empl. (AFL-CIO/CLC)
Hudson Bay Mining, Flin Flon, Man.	CLC-chartered local, Machinists (AFL-CIO/CLC) & others
Iron Ore of Can., Nfld. & Que.	Steelworkers (AFL-CIO/CLC)
Kellogg Company, London, Ont.	Millers (AFL-CIO/CLC)
Lever Bros., Toronto, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
MacDonald Tobacco, Montreal, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)

Company and Location	Union
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (electrical craft empl.)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Manitoba Telephone	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Miramichi Lumber, Chatham Industries & others, Miramichi ports, N.B.	Miramichi Trades & Labour (Ind.)
New Brunswick Power Commission, province-wide	I.B.E.W. (AFL-CIO/CLC)
Northern Electric, Belleville, Ont. & Montreal, Que.	Empl. Assn. (Ind.) (plant empl.)
Northern Electric, Montreal, Que.	Office Empl. Assn. (Ind.)
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Price Bros., Kenogami & Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Quebec Cartier Mining, Port Cartier & Lac Jeannine, Que.	Steelworkers (AFL-CIO/CLC)
RCA Victor, Montreal, Que.	Empl. Assn. (Ind.)
Royal Alexandra Hospital, Edmonton, Alta.	Public Empl. (CLC)
St. Boniface General Hospital, St. Boniface, Man.	Empl. Union of Hospital Institutions (Ind.)
Saskatchewan Government	Sask. Govt. Empl. Assn. (Ind.) (labour service empl.)
Silverwood Dairies, Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Shell Oil, Montreal East, Que.	Empl. Council (Ind.)
Steep Rock Mines, Steep Rock Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Telegram Publishing, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Vancouver General Hospital, Vancouver, B.C.	Public Empl. (CLC)
Winnipeg City, Man.	Public Service Empl. (CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)

Conciliation Officer

B.A. Oil, Clarkson, Ont.	Oil Wkrs. (AFL-CIO/CLC)
B.C. Hotels Assn., New Westminster, Burnaby, Fraser Valley, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
Dominion Steel & Coal (Cdn. Bridge), Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Fisheries Assn. & Cold Storage Cos., B.C.	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.)
Fisheries Assn., B.C.	United Fishermen (Ind.) (tendermen)
Hospitals (4), Trois Rivieres, Que.	Service Empl. Federation (CNTU)
International Nickel, Port Colborne & Sudbury, Ont.	Steelworkers (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Northern Forest Products, Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Shipping Federation, Halifax, N.S., Saint John, N.B., Montreal, Quebec & Three Rivers, Que.	I.L.A. (AFL-CIO/CLC)
Stanrock Uranium Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Toronto General Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)

Conciliation Board

B.C. Shipping Federation, various ports	Longshoremen & Warehousemen (CLC)
Council of Printing Industries, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)
Dairies (various), Vancouver & New Westminster, B.C.	Teamsters (Ind.)
Dominion Coal, Glace Bay, N.S.	Mine Wkrs. (Ind.)
Eastern Canada Stevedoring & two others, Toronto, Ont.	I.L.A. (AFL-CIO/CLC)
Falconbridge Nickel, Falconbridge, Ont.	Mine, Mill & Smelter Wkrs. (Ind.)
Firestone Tire & Rubber, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Goodyear Tire & Rubber, New Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hotel Empress, (C.P.R.), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Vancouver Board of Police Commissioners, Vancouver, B.C.	B.C. Peace Officers (CLC)
Vancouver City, B.C.	Civic Empl. (Ind.) (outside empl.)
Vancouver City, B.C.	Fire Fighters (AFL-CIO/CLC)

Post-Conciliation Bargaining

(No cases during March)

Arbitration

Kimberly-Clark & Spruce Falls Paper, Kapuskasing & Longlac, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Montreal City, Que.	Fire Fighters (AFL-CIO/CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)

Work Stoppage

(No cases during March)

Part III—Settlements Reached During March

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

Canada & Dominion Sugar, Montreal, Que.—Bakery Wkrs. (CLC): 3-yr. agreement covering 530 empl.—wage increases of 8¢ an hr. retroactive to Sept. 1, 1962, 6¢ an hr. eff. Sept. 1, 1963 and 6¢ an hr eff.. Sept. 1, 1964; 3 wks. vacation after 11 yrs. of service (formerly after 13 yrs.) in first year of agreement and after 10 yrs. of service in second year of agreement; rate for labourer after Sept. 1, 1964 will be $2.04 an hr.

Canadian Industries, Brownsburg, Que.—Mine Wkrs. (Ind.): 2-yr. agreement covering 600 empl.—settlement pay of $12; wage increases ranging from 4¢ to 6¢ an hr. eff. March 14, 1963 and 4¢ an hr. eff. March 14, 1964; rates for labourer after March 14, 1964 will be $1.67 to $1.75 an hr.

Canadian Lithographers' Assn., Eastern Canada—Lithographers (Ind.): 2-yr. agreement covering 1,700 empl.—wage increases ranging from 8¢ to 10¢ an hr. eff. Jan. 1, 1963 and Jan. 1, 1964; 3 wks. vacation after 3 yrs. of service (formerly after 5 yrs.).

Donohue Bros., Clermont, Que.—Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC): 3-yr. agreement covering 600 empl.—wage increases of 5¢ an hr. for hourly rated empl. retroactive to July 1, 1962; 10¢ a cord for piece-work empl. retroactive to July 1, 1962 (rate will now be $6.60 a cord); wage reopeners July 1963 and July 1964; rate for labourer after July 1, 1962 will be $10.25 per 9-hr. day.

Montreal City, Que.—Public Service Empl. (CLC) (outside empl.): 2-yr. agreement covering 4,100 empl. (2,400 permanent, 1,700 casual)—wage increases of 7¢ an hr. retroactive to Dec. 1, 1962 and 7¢ an hr. eff. Dec. 1, 1963; additional adjustments to 15 job classifications; rate for labourer after Dec. 1, 1963 will be $1.85 an hr.

Noranda Copper & Brass, Montreal, Que.—Empl. Assn. (Ind.): 3-yr. agreement covering 600 empl.—wage increases of 3¢ an hr. eff. March 25, 1963, 4¢ an hr. eff. March 23, 1964 and 5¢ an hr. eff. March 22, 1965; additional classification adjustments; 3 wks. vacation after 14 yrs. of service eff. April 30, 1963 (formerly after 15 yrs.) and after 13 yrs. of service eff. April 30, 1964; improvements to pension plan; rate for labourer after March 22, 1965 will be $1.78 an hr.

Northern Electric (western region), Toronto, Ont.—Communications Wkrs. (AFL-CIO/CLC) (shop, warehouse & installation empl.): 2-yr. agreement covering 1,000 empl.—wage increases ranging from 3¢ to 8½¢ an hr. retroactive to Nov. 1, 1962; 3 wks. vacation after 12 yrs. of service eff. 1963 (formerly after 15 yrs.) and after 10 yrs. of service eff. 1964; rate for labourer will be $1.80 an hr.

Outboard Marine, Peterborough, Ont.—Steelworkers (AFL-CIO/CLC): 2-yr. agreement covering 900 empl.—wage increases of 2½% retroactive to Oct. 1, 1962 and 2⅜% eff. Oct. 1, 1963 on hourly rates; wage increases of 1¾% retroactive to Oct. 1, 1962 and 1¾% eff. Oct. 1, 1963 on piece rates; half day paid holiday if December 24 a regular work day.

Que. Iron & Titanium, Sorel, Que.—Metal Trades' Federation (CNTU): 2-yr. agreement covering 850 empl.—retroactivity from July 25, 1962 amounting to 50% of initial increase in agreement; wage increase of 9¢ an hr. and increment increase of 2/10¢ eff. March 18, 1963; wage increase of 13.6¢ an hr. and increment increase of 1/10¢ eff. March 18, 1964; evening and night shift premiums increased to 8¢ and 10¢ respectively (formerly 7¢ and 9¢); empl. (now working 42 hrs. a wk.) will be paid for 43 hrs. of work until March 18, 1964, when the hrs. will be reduced to 40; 3 wks. vacation after 10 yrs. of service (new clause); sickness insurance plan to be instituted with employer contributing 3¢ an hr.; union to have the right to contest workloads, and in the event of a dispute, both parties agree to abide by the decision of consulting engineers; rate for labourer after March 18, 1964 will be $1.99 an hr.

Quebec North Shore Paper, Baie Comeau, Franquelin & Shelter Bay, Que.—Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC): 2-yr. master agreement covering 1,600 empl.—wage increases of 3¢ an hr. eff. March 1, 1963 and 6¢ an hr. eff. March 1, 1964 for hourly rated empl.; increases of 8¢ a cord eff. March 1, 1963 and 17¢ a cord eff. March 1, 1964 for piece-work empl. (rate after March 1, 1964 will be $6.85 a cord); rate for labourer after March 1, 1964 will be $11.25 a day.

Saint John Shipbuilding & Dry Dock, Saint John, N.B.—Various unions: 2-yr. agreement covering 1,400 empl.—wage increases of 7¢ an hr. in first yr. of agreement and 6¢ an hr. in second yr.; overtime pay time and one half for first 4 hrs. and double time thereafter (formerly time and one half for first 6 hrs. and double time thereafter) eff. Jan. 1, 1963; 4 wks. vacation after 25 yrs. service (new clause); rate for labourer after Jan. 1, 1964 will be $1.67 an hr.

(Continued on page 349)

Working Mothers and Their Problems

Recent study shows only three out of 36 mothers of Grade IV pupils in Toronto school will probably not work outside home. Reasons for working, occupation data, working conditions reported. Solutions for child-care problem suggested

Only three out of 36 mothers of Grade IV pupils in a Toronto elementary school will probably not work outside the home. Such is the conclusion from a recent study of the needs of working mothers for community child care services. The study was carried out by Jean R. Woodsworth, in connection with an M.S.W. degree at the University of Toronto.

The neighbourhood of the study, which included a considerable number of new Canadians, was "lower and lower middle class" in composition, with a sprinkling of professional people. Of the 36 women interviewed, 19 were currently engaged in paid work outside their homes.

Reasons for working—The reasons the women gave for working or returning to work were all related to the welfare of their families. Their earnings were essential to purchase a home, to meet the high cost of living or to finance the children's education—in that order.

Work outside the home was accepted only as a last resort, however, by those who had young children. Conspicuously absent was the dilemma regarding work and home of the more prosperous middle class professionally trained woman.

Of the seven mothers who were the sole support of their children, only one, a mother of six, was in receipt of the Mother's Allowance. The others, preferred the struggle for independence, allowances being inadequate.

Occupations, working conditions, earnings—The majority worked in clerical, manufacturing and service occupations; only one was employed in a professional capacity. Although lack of training and the language barrier for newcomers accounted to some extent for the menial work, low earnings, long hours and poor working conditions, the mothers invariably subordinated their employment qualifications to family responsibilities.

Preference was given to working hours and location of employment that enabled them to be at home during the lunch hour and after school.

Care of children—Various arrangements for child care—a neighbour or friend looking in, the oversight of grandparents or older children, shift work of parents—had been worked out to free the mothers. A common source of difficulty was the lunch period, since the school was reluctant to allow pupils to stay in at noon.

The problem of after-school care did not loom quite so large in all cases, since often an older brother or sister was at home at this time. For some, however, it was a matter of concern. In one case, a seven-year old child, left in the care of a neighbour, had been discovered shoplifting and was subsequently referred to a day-care centre. The care provided was described as "excellent" but the centre was an hour's journey, with three bus changes, from the child's home.

Suggested solutions—For a number of mothers, part-time jobs that would enable them to care personally for their school-aged children seemed the answer. Equal pay for equal work, they felt, by improving women's earnings, would remove the necessity of long hours of work. Also, higher earnings for fathers would enable mothers to stay at home.

Counselling and training or retraining were badly needed for married women seeking employment. To qualify for a better job or, in the case of the immigrants, a chance to learn English, were the fondest hopes of several women.

The foremost problem, child care, could be met, they suggested, by the provision of conveniently located facilities for the care of pre-school children. For children of school age, supervised lunch hours, supplemented by after-school recreational activities or study groups, would go a long way.

Needed also is greater flexibility in the administration of Mothers' Allowances, to make possible further supplemental assistance.

Chiefly, however, the author concludes that there is not yet sufficient recognition of the contribution made by working mothers to our economic life and therefore, there is inadequate provision for their needs. Shorter working hours related to family responsibilities, higher wage levels and reliable child care services are not only needed by the mother and her children, but they must also be increasingly accepted as essential to the well-being of society.

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INTERNATIONAL LABOUR ORGANIZATION

Fifth Asian Regional Conference

At the Fifth Asian Regional Conference of the International Labour Organization, held late last year in Melbourne, Australia, George V. Haythorne, Deputy Minister of Labour, was the representative of the ILO Governing Body.

The Conference—held on November 26 to December 7, 1962—had an attendance of 78 delegates and 37 observers from 19 countries. There were also some 21 representatives of 14 government and non-government international organizations.

Delegates to the tripartite Conference dealt with an agenda containing four items. They also formed three technical committees whose final 45 conclusions were adopted to form the "Resolution of Melbourne."

Items on the agenda were:

1. Report of the ILO Director-General.
2. Employment promotion, with special reference to rural areas.
3. Vocational training and management.
4. Government services for the improvement of labour-management relations and settlement of disputes.

In his report, Mr. Morse listed the major needs for which adequate solutions would have to be found, stressed the importance of integrated planning—with participation by major social groups—and pointed out the magnitude of the problem of development in the countries of Asia, with special reference to the population problem. He also described the various ways in which the ILO could help in making development programs more effective, by assisting in: the strengthening of trade unions; the integration of manpower development programs with the general economic development programs; the forecasting of future manpower requirements; the development of small industries; and rural development.

Three technical committees considered the last three items of the agenda. Their conclusions were consolidated into a single document that became known as the "Resolution of Melbourne."

The Resolution in its final form was adopted unanimously at the close of the Conference. It consisted of 45 recommendations grouped under the original three agenda areas: employment promotion; vocational training and management development; and government services for the improvement of labour-management relations and settlement of disputes.

The Resolution emphasized that economic and social progress demanded a high level of productive employment, and declared that the improvement of occupational skills was essential to economic and social development.

The existence of free, strong and responsible employers' and workers' organizations is indispensable for bringing about sound industrial relations upon which the orderly growth of an economy depends, the Resolution said.

The belief was expressed that understanding and co-operation among governments, employers and workers can contribute to eradicating poverty and hardship and to raising living standards.

Among the 45 recommendations of the Resolution were those calling for:

—Encouragement for the development of free and independent employers' and workers' organizations, which should be consulted and thus participate "in the process of planning at all levels."

—Intensification by the ILO of its technical co-operation and research work in order to help Asian countries to promote employment.

—The taking of energetic steps, without delay, to accelerate the development of training for all levels of manpower. Training policies should be linked with economic development programs and should form part of manpower planning.

—The provision of adequate safeguards, especially in regard to remuneration, for apprentices.

—The establishment and maintenance by governments of effective services for the

improvement of labour-management relations and the prevention and settlement of disputes.

The previous ILO Asian Regional Conference was held at New Delhi, India, in 1957 (L.G. 1957, p.1459).

154th Session of ILO Governing Body

The Governing Body of the International Labour Office, at its 154th Session, March 5 to 8, approved the 1964 budget of the International Labour Organization. The budget will be submitted to the International Labour Conference in June. It comes to $16,081,496. The 1963 budget comes to $14,006,834.

The Governing Body also approved the establishment of an International Centre for Advanced Technical and Vocational Training in Turin, whose purpose is to help developing countries in all parts of the world meet their advanced technical and vocational training needs. The opening of the Centre is contingent on firm assurances that the income necessary to operate it on an adequate scale will be available for at least the first four years.

In its review of the ILO's expanding technical co-operation programs, the Governing Body's Committee on Operational Programs noted that the number of expert missions to developing countries had reached a total of 591 in 1962, an increase of nearly 50 per cent over the 1961 figure.

The Governing Body examined the position as regards the ratification or acceptance of the Instrument for the Amendment of the Constitution of the International Labour Organization adopted by the International Labour Conference at its last session (L.G., Aug. 1962, p. 930). The amendment, designed to permit a fuller representation of all parts of the world in the three groups of the Governing Body, calls for an increase in the number of members from 40 to 48.

The amendment will go into effect only when ratified or accepted by two thirds of the ILO member countries. By February 15, ratifications or acceptances had been received from 42 countries, and during the Governing Body session, three countries said their ratifications would soon be forthcoming. An additional 25 ratifications or acceptances will thus be necessary if the amendment is to go into effect before the next elections to the Governing Body, which will be held during the 1963 International Labour Conference in June.

International Centre for Advanced Training in Turin

The purpose of the International Centre for Advanced Training in Turin, which the ILO Governing Body decided unanimously to establish (see above), is to help developing countries in all parts of the world meet their advanced technical and vocational training needs. The Centre will provide theoretical and practical training to be supplemented by in-plant training in various European countries.

Trainees will be selected on the basis of the qualifications they already possess, account being taken also of their ability to impart the knowledge and experience they acquire while in training to the largest possible number of workers in their own countries, by acting as instructors in national centres or in a similar capacity.

The training given at the Centre will be at these levels: skilled workers, technicians, instructors, foremen and management. During the first two years, the courses will be limited to approximately 600 participants in each year. The Centre will provide training also in teaching methods for technical co-operation experts. The languages of instruction will be English, French and Spanish.

Burundi Becomes 106th ILO Member Country

Burundi, admitted to the United Nations on September 18, 1962, last month became a member of the International Labour Organization. In a letter dated March 1 to ILO Director-General David A. Morse, André Muhirwa, Prime Minister of the Kingdom of Burundi, declared his Government's formal acceptance of the obligations of the ILO Constitution.

The letter stated also that Burundi remains bound by the obligations of 17 International Labour Conventions which had been ratified by Belgium and declared applicable to the territory of Ruanda-Urundi.

The admission of Burundi brings to 106 the number of ILO member countries and to 2,727 the number of ratifications of ILO Conventions.

65927-6—3½

TEAMWORK in INDUSTRY

Close attention to quality continues to be the dominating labour-management theme at The Dominion Road Machinery Co., Ltd., Goderich, Ont. President and general manager John Sully has reported to management and employees that the firm's Champion road graders are claiming an increasing share of both domestic and foreign markets.

This independent Canadian company increased its export sales from less than 1 per cent of total output in 1960 to 25 per cent of its total grader business in 1962. It expects to double that export figure in 1963. Meanwhile, in the Canadian market, the Champion is believed to outsell all other makes of graders.

Mr. Sully attributes his firm's success to labour-management concentration on the quality development and manufacture of a single line of products. "Our job," he declared, "is to build the highest-quality product in the most economical manner, and pass on production savings to our customers in the form of lower prices."

Great emphasis is put on the fact that everyone at Dominion Road Machinery—employees and management alike—is responsible for quality. Periodically they meet in small groups—the size deliberately limited so that the individual employee will have every opportunity to bring forward his ideas on how quality can be improved.

Charles Stewart, president of Local 1863, International Association of Machinists (AFL-CIO/CLC), reported that the employees "like the way the company listens to our ideas on improving the products we make." Referring to the connection between Champion quality and the product's sales, he said: "I think our get-togethers with management have really paid off."

* * *

The question: What does a customer demand of the transportation industry? has been answered by a representative of Canadian National Railways. Speaking to CNR management and employees at the 33rd annual meeting of the company's Atlantic Region Union-Management Co-operative Committee for the maintenance of way department in Moncton, N.B., E. O. Steeves, assistant regional freight sales manager, said: "The customer wants his goods moved damage-free, in the fastest possible time, at the lowest possible cost—and with the least possible effort on his part to secure such benefits."

General manager of the Atlantic Region, E. J. Cooke, reminded delegates in a brief opening address that the company could not survive without co-operation between labour and management on all operational problems.

George Yorston, industrial relations officer with the Labour-Management Co-operation Service of the federal Department of Labour, told the meeting that efficient transportation was as vital a factor as efficient production in Canada's struggle to win foreign markets. On the role of co-operation in achieving this goal, he commented: "You can separate a man and his wife and both will continue to exist. But separate labour and management and you have no services left to operate."

The CNR's Co-operative Movement was recently held up to United States railroads as a pattern for teamwork in the transportation industry by Harold Crotty, president of the Brotherhood of Maintenance of Way Employees (AFL-CIO/CLC). In an address to the Chicago Maintenance of Way Club, Mr. Crotty stated that the Movement provided "machinery for increased rail-union action toward mutually beneficent objectives."

Mr. Crotty described how CN officers briefed the labour representatives on rail research and development, future business prospects, sales problems, freight service improvements and progress in industrial development. He said other subjects included discussions on how to find work for Maintenance of Way workers displaced from their jobs, design of motor cars, and specific training for upgrading employees' skills

* * *

Winter Work messages appearing on wooden match boxes are the result of high-level teamwork between management and government. Millions of boxes of these matches are being distributed by the Eddy Match Co., Limited, Pembroke, Ont., to help the federal Department of Labour's "Do It Now" winter employment campaign.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board did not meet during February. During the month the Board received five applications for certification and allowed the withdrawal of one application for certification.

Applications for Certification Received

1. District 50, United Mine Workers of America, on behalf of a unit of drivers and warehousemen employed by McClure Transport Limited, Edmundston, N.B. (Investigating Officers: H. R. Pettigrove and R. L. Fournier).

2. Office Employees' International Union, on behalf of a unit of employees of Atomic Energy of Canada Limited employed in its Chalk River Nuclear Laboratories and at the town of Deep River (Investigating Officers: G. A. Lane and G. E. Plant).

3. Transport Drivers, Warehousemen and Helpers' Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Roberval Express Limited, Chambord, Que. (Investigating Officer: R. L. Fournier).

4. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 401, Warehousemen and Miscellaneous Drivers, on behalf of a unit of drivers employed by Wilkins Transport Limited, Bothwell, Ont. (Investigating Officer: A. B. Whitfield).

5. Retail, Wholesale and Department Store Union, Local 580, on behalf of a unit of employees of Associated Enterprises Ltd., Salmo, B.C. (Investigating Officer: D. S. Tysoe.

Application for Certification Withdrawn

Seafarers' International Union of Canada, applicant, and Irving Oil Company, Limited, Saint John, N.B., respondent (L.G., Jan., p. 48).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During February, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Northland Navigation Company Limited, Vancouver, and Seafarers' International Union of Canada (Conciliation Officer: G. R. Currie).

2. Vancouver Wharves Limited, Vancouver, and Local 501 of the International Longshoremen's and Warehousemen's Union (Conciliation Officer: D. S. Tysoe).

3. Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Co. Ltd., Pittston Stevedoring Corporation of Canada, Ltd., Brown and Ryan Limited and Local 1842 of the International Longshoremen's Association, Toronto (Conciliation Officers: F. J. Ainsborough and T. B. McRae).

4. Hamilton Shipping Co. Ltd., Yorkwood Shipping and Trading Co. Ltd., Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Co. Ltd., Pittston Stevedoring Corporation of Canada Limited, Brown and Ryan Limited and Local 1654 of the International Longshoremen's Association, Hamilton (Conciliation Officers: F. J. Ainsborough and T. B. McRae).

5. The Toronto Harbour Commissioners and Local 1842 of the International Long-

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

shoremen's Association, Toronto (Conciliation Officers: F. J. Ainsborough and T. B. McRae).

6. The Shipping Federation of Canada, Inc., and International Longshoremen's Association (Locals 375, 1657, 1552, 1846, 1739 and 1605) Montreal, Three Rivers and Quebec (Conciliation Officers: H. R. Pettigrove and C. E. Poirier).

7. Robin Hood Flour Mills Limited, Saskatoon, and Local 342 of the United Packinghouse Food and Allied Workers (Conciliation Officer: J. S. Gunn).

8. Eastern Transport Limited, Truro, N.S., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: H. R. Pettigrove).

9. Consolidated Freightways, Portland, Oregon (Vancouver Terminal) and Local 15 of the Office Employees' International Union (Conciliation Officer: G. R. Currie).

10. Robin Hood Flour Mills Limited (laboratory department employees), Humberstone, Ont., and United Packinghouse, Food and Allied Workers (Conciliation Officer: T. B. McRae).

11. Stanrock Uranium Mines Limited, Elliot Lake, Ont., and District No. 6 of the United Steelworkers of America (Conciliation Officers: F. J. Ainsborough and T. B. McRae).

Settlements Reported by Conciliation Officers

1. TransAir Limited, Winnipeg, and Canadian Air Line Pilots' Association (Conciliation Officer: J. S. Gunn) (L.G., March, p. 227).

2. Canadian National Hotels, Limited (Bessborough Hotel, Saskatoon) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: J. S. Gunn) (L.G., Jan., p. 49).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

3. The Vancouver Hotel Company, Limited (Hotel Vancouver) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: G. R. Currie) (L.G., Dec. 1962, p. 1392).

4. Canadian National Hotels, Limited (Newfoundland Hotel, St. John's and Local 779 of the Hotel and Restaurant Employees' and Bartenders' International Union (Conciliation Officer: W. L. Taylor) (L.G., Feb., p. 144).

Conciliation Boards Appointed

1. Faraday Uranium Mines Limited, Bancroft, Ont., and Local 1006 of the International Union of Mine, Mill and Smelter Workers (L.G., Dec. 1962, p. 1392).

2. Canadian Transit Company, Windsor, Ont., and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Jan., p. 49).

3. Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Co. Ltd., Pittston Stevedoring Corporation of Canada, Ltd., Brown and Ryan Limited and Local 1842 of the International Longshoremen's Association, Toronto (see above).

4. Hamilton Shipping Co. Ltd., Yorkwood Shipping and Trading Co. Ltd., Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Co. Ltd., Pittston Stevedoring Corporation of Canada Limited, Brown and Ryan Limited and Local 1654 of the International Longshoremen's Association, Hamilton (see above).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in August 1962 to deal with a dispute between the Shipping Federation of British Columbia, Vancouver, and International Longshoremen's and Warehousemen's Union (Locals 501, 502, 503, 504, 508, 506, 507 and 510) as represented by the Canadian Coast Negotiating Committee (L.G., Oct. 1962, p. 1149) was fully constituted in February with the appointment of W. R. Sloan of Hammond, B.C., as Chairman. Mr. Sloan was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, John G. Gould of Vancouver and B. W. Dysart of Victoria, who were previously appointed on the nomination of the Federation and Union, respectively.

Settlement before Conciliation Board Met

Canadian National Hotels, Limited (Chateau Laurier Hotel, Ottawa) and Canadian Brotherhood of Railway, Transport and General Workers (L.G., Feb., p. 145).

Strike Action after Board Procedure

1. Pacific Western Airlines Limited, Vancouver, and Pacific Western Airlines Traffic Employees Association (L.G., March, p. 227). Strike began February 25.

2. Pacific Western Airlines Limited, Vancouver and Canadian Air Line Flight Attendants' Association (L.G., March, p. 229). Strike began February 25.

Three U.S. States Legislate Against Strike-Breaking

Three States—Michigan, Massachusetts and Louisiana—took action at 1960 sessions of their Legislatures to prohibit or regulate strike-breaking practices.

Michigan prohibited the employment of professional strike-breakers and the referral or hiring, without notice that there is a labour dispute, of replacements for strikers.

In Massachusetts, only the employer directly involved in a labour dispute may now recruit or import out-of-state replacements, and he must file specified written information with the Labor Commissioner. Before, persons not involved in a dispute could import strike-breakers provided they filed a report with the Commissioner.

Another Massachusetts law prohibited firefighters from performing police duties or other noncustomary duties in connection with a labour dispute.

Louisiana prohibited the importation of striker-replacements by any person not directly involved in a labour dispute, and the hiring and recruitment of striker-replacements by persons whose usual business is the furnishing of strike-breakers.

B.C. Hydro, Street Railwaymen Adopt Income Continuance Plan

The Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America and B.C. Hydro and Power Authority have agreed on and instituted a plan of long-term income continuance, it is reported in the *Mercer* Actuarial Bulletin. Effective January 1, benefits of 50 per cent of regular income are payable, after a six-month waiting period, as long as a union member is unable to do his job, but not beyond age 65.

If a member is receiving benefits and engages in any other occupation, his benefits will be reduced by 40 per cent of earnings received from such other occupation.

The plan is integrated with the employer's group life insurance, pension and short-term disability plans.

LABOUR LAW

Legal Decisions Affecting Labour

Ontario Court of Appeal restores arbitration award, and in another decision, quashes Labour Relations Board's reinstatement order. U.S. Supreme Court rules Taft-Hartley Act not applicable to foreign-flag ships employing alien crew and that State courts have jurisdiction in case of picketing of such ships

In Ontario, the Court of Appeal restored an arbitration award under a collective agreement and held that mere disagreement with the arbitration board's interpretation of the collective agreement by the trial judge was not sufficient ground for quashing the board's decision.

In another decision, the Ontario Court of Appeal quashed a reinstatement order issued by the Ontario Labour Relations Board on the ground that the provisions of the Ontario Labour Relations Act regarding unfair labour practices and reinstatement in employment of a person discharged because of union activities do not apply to a person exercising managerial functions and who thus is not "employee" within the meaning of the Act.

In British Columbia, the Supreme Court, proceeding under the B.C. Arbitration Act, set aside an arbitration award on the ground of error of law on the face of the award when the arbitrators granted an employee wages for the period of his illness in disregard of a specific provision of a collective agreement and on the assumption that the agreement was silent regarding the matter of pay for periods of illness.

In the United States, the Supreme Court ruled that the National Labor Relations Act as amended does not apply to maritime operations of foreign-flag ships employing alien seamen. The decision of the National Labor Relations Board ordering a representation vote to determine a bargaining agent on such ships was therefore not valid for lack of jurisdiction.

In another decision, the U.S. Supreme Court ruled that, as the Taft-Hartley Act was not applicable to foreign-flag ships employing alien seamen, the National Labor Relations Board had no jurisdiction to consider an application by an American union charging unfair labour practices on such ships, and that a State court had jurisdiction to entertain an action for damages and injunctive relief against a United States union for picketing during a campaign to organize foreign seamen on foreign-flag ships.

Ontario Court of Appeal...

...restores arbitration award in which the board declined jurisdiction to hear union's grievance

On June 28, 1962, the Ontario Court of Appeal allowed an appeal from a judgment of Mr. Justice Gale of the Ontario High Court quashing a decision of a board of arbitration on a dispute arising under a collective agreement. The Court of Appeal, reversing the decision of the trial judge, held that mere disagreement with the board's interpretation of the collective agreement was not a sufficient basis for quashing its decision, provided that the board's interpretation was one that the language of the agreement reasonably could bear.

Local 598 of the International Union of Mine, Mill and Smelter Workers and the International Nickel Co. of Canada concluded a collective agreement dated January 2, 1959. The agreement, by Article 7, "Adjustment of Grievances", provided in paras. 7.01 to 7.08 inclusive, under the heading "Differences between the Company and Employees," a grievance procedure respecting "any difference . . . between the company and any of the employees" arising from the interpretation, application, administration or alleged violation of the provisions of the agreement; and in para. 7.09, under the heading "Differences between Company and Union," a grievance procedure respecting "any differences arising between the Union and the Company" from the interpretation, application, administration or alleged violation of the

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

provisions of the agreement. The agreement provided also for final and binding arbitration.

A grievance was initiated by the union in a letter dated January 10, 1961, in which the union requested a meeting with company representatives under Article 7.09 of the agreement to deal with an alleged violation of the agreement in respect of the amounts said to be payable to the employees for the 1960 Christmas and New Year's pay periods.

The company took the position that the matter in dispute was essentially a difference between the company and its employees as contemplated by para. 7.01 of the agreement and could not be the subject matter of discussions and proceedings under Article 7.09 between the union and the company. The union, on the other hand, maintained that it was proceeding correctly in attempting to process the grievance according to the provisions of para. 7.09.

The matter proceeded to arbitration and again before the board the company objected to the jurisdiction of the board to hear the grievance on the ground that, since in its submission the union had proceeded under the wrong grievance procedure, the grievance was not properly before the board for arbitration and was not arbitrable by the board. The board acceded to the company's submission and dismissed the grievance on the ground that it had no jurisdiction to hear it.

In *certiorari* proceedings, Mr. Justice Gale quashed the arbitration award and held that under the collective agreement the union had the right to submit to an arbitration board any grievance which the individual employees had the right to raise, that the union could commence the proceedings under Article 7.09, and that the board was wrong in deciding that no such right existed and that it had no jurisdiction to deal with the merits of the dispute as submitted by the union (L.G., Aug. 1962, p. 959). The company appealed the judgment.

In the Court of Appeal, Mr. Justice Aylesworth noted that the arbitration board, in concluding that the grievance was not properly before them for arbitration, found:

> We are dealing with a contract which provides for final and binding arbitration of any difference whatever, but provides two different and mutually exclusive procedures for the only two kinds of difference that can possibly arise under a collective agreement namely, a difference between employees as such and the company and differences between the union as such and the company.

Mr. Justice Gale, on the other hand, did not accept the interpretation that the agreement in question contemplated two types of differences which were mutually exclusive and had to be processed in separate ways. On the contrary, his opinion was that all differences could be carried to arbitration, subject to the specific terms of Articles 7.01 to 7.10 as to procedures, by either the union or an individual employee.

Mr. Justice Aylesworth referred to *Re Canadian Westinghouse Co. & Local 164 Draftsmen's Ass'n. of Ont.*, 30 D.L.R. (2d) 673, where the Court expressed the applicable principle as follows:

> It is immaterial whether or not the Court from whom an order of *certiorari* is sought agrees with the interpretation given to the agreement by an arbitrator; it is sufficient to defeat the application if it can be said that the interpretation given to the agreement by the arbitrator is one which the language of the agreement reasonably will bear. The Court has no appellate function to discharge with respect to the interpretation of the agreement except to decide whether or not the interpretation applied by the arbitrator is one which, as I have said, the language of the agreement reasonably will bear.

In Mr. Justice Aylesworth's opinion the conclusion reached by Mr. Justice Gale as to the interpretation of the agreement was not the only conclusion to be reached upon the language employed therein, and the wording of the argeement could reasonably bear the interpretation given to it in the majority award of the arbitrators. Much could be said in support of the proposition that the language of the relevant provisions in the collective agreement precluded the conclusion that the majority award clearly was wrong. That the Court considered more apt some interpretation other than that given to the agreement in the majority award afforded no ground for relief by way of *certiorari*.

The Court of Appeal allowed the company's appeal and Mr. Justice Gale's order quashing the Arbitration Board's decision was set aside. *Re Sudbury Mine, Mill and Smelter Workers' Union, Local 598 and International Nickel Co. of Canada Ltd.* (1962) 35 D.L.R. (2d) Part 6, p. 371.

Ontario Court of Appeal . . .

. . . quashes Labour Relations Board's order that reinstated person exercising managerial functions

On June 29, 1962, the Ontario Court of Appeal allowed an appeal from a judgment of Mr. Justice Parker and quashed an order of the Ontario Labour Relations Board reinstating in employment a person exercising managerial functions.

The Court held that the provisions regarding unfair labour practices in the Ontario Labour Relations Act, and the provisions of the Act empowering the Board to issue a reinstatement order, apply only to persons who are employees or are seeking to become employees within the meaning of the Act and do not apply to a person who exercises managerial functions. Consequently, an order of the Board reinstating in employment a person who, in the Board's opinion, was exercising managerial functions should be quashed.

Mrs. Barbara Jarvis, an employee of Associated Medical Services Incorporated, was promoted in February 1960 to the position of railway claims supervisor. Subsequently she was discharged for union activities. Then she made application to the Ontario Labour Relations Board under Section 65 of the Labour Relations Act requesting reinstatement in employment for unfair discharge for alleged union activity.

Several sections of the Ontario Labour Relations Act are relevant to the issue under consideration.

Section 50 forbids an employer to "refuse to employ or to continue to employ a person . . . because the person was or is a member of a trade union or was or is exercising any other rights under this Act."

Section 65 empowers the Labour Relations Board to "determine the action to be taken by the employer . . . with respect to the employment of such person, which, in its discretion, may, . . . include reinstatement in employment" if it is satisfied that the person has been "refused employment, discharged . . . or otherwise dealt with contrary to this Act."

Section 1(3)(b) reads:

S. 1(3). For the purposes of this Act, no person shall be deemed to be an employee (b) who, in the opinion of the Board, exercises managerial functions....

Section 79 (1)(b) grants the Board exclusive jurisdiction in determining whether a person exercises managerial functions.

At the hearing before the Board, the employer challenged the Board's jurisdiction on the ground that Section 65 has no application to the complaint of anyone except an employee as defined in the Act and that the complainant was not an employee as so defined.

With respect to the complainant's status, the Board ruled that at the times material to the proceedings Mrs. Jarvis was exercising managerial functions and was therefore a person deemed not to be an employee under the terms of Section 1(3)(b) of the Act. The Board held, however, that it was empowered to take action under Section 65, and ruled that the complainant was discharged contrary to Section 50 of the Act and should be reinstated forthwith in employment.

The employer's application for an order of *certiorari* to quash the Board's decision was dismissed by Mr. Justice Parker, who held that:

A perusal of the Act indicates that in the sections dealing with bargaining rights the term used is employees, but in the sections dealing with freedom to join and participate in the activities of trade unions the term used is persons. Section 65 refers to persons and, in my opinion, gives the Board power to consider an application such as this. The findings of fact made by the Board in this case were properly within its jurisdiction.

Mr. Justice Parker's judgment was appealed by the employer. The judgment of the Court of Appeal was rendered by Mr. Justice Aylesworth, who noted that the general object and purpose of the Labour Relations Act is and has been held to be to provide a means for collective bargaining between employers and employees to the end that the employer-employee relationship shall be regulated by agreement. The objective is industrial peace.

The duties and powers of the Board generally are governed by Sections 77 and 79 of the Act. Exclusive jurisdiction is given to the Board by Section 79 (1)(b) to determine whether a person exercises managerial functions. The Board, however, is nowhere given exclusive jurisdiction to determine for itself the meaning to be attributed to Section 50 and, of course, the Board cannot, by an erroneous interpretation of any section or sections of the Act, confer upon itself a jurisdiction which it otherwise would not have.

In Mr. Justice Aylesworth's opinion the Board had erroneously extended the meaning and application of both Sections 50 and 65 of the Act.

Upon the facts as found by the Board, the complainant "for the purposes of this Act" was not an employee and the term "person" used in Section 50 could not be given so broad a meaning as to include within its purview a person who was not an employee under the Act. Section 50 refers to two classes of individuals: a person who seeks employment, i.e., who seeks to become an employee, and a person who already is an employee. This meaning of the word is quite in keeping with the general object and purposes of the Act.

On the other hand, Mr. Justice Aylesworth continued, it is neither logical or necessary to construe "person" as it appears in Section 50 as applying to anyone other than an individual seeking to become an employee or who already is an employee and we are told in plain terms by Section 1(3)(b) of the Act that someone working in a managerial capacity is not, for the purposes of the Act, to be considered an employee.

According to Mr. Justice Aylesworth the same reasoning applies to the provisions of Section 65. Again this Section deals with the same two classes of individuals: the person who is seeking to become an employee and the person who is an employee. As in Section 50, so in Section 65 it is illogical and unrealistic that "employment" should be given any wider or other meaning than referring to work as an "employee" or that "person" should be construed as including anyone other than one seeking to become an employee; if any wider meaning is given either to "person" or to "employment" the language used is given a laboured and unnecessary meaning and one that does not further the general object and purposes of the legislation.

Mr. Justice Aylesworth added that once the Board determined, as it had a right to determine, that the complainant was a person deemed not to be an employee for the purposes of the Act, it had, *ipso facto*, demonstrated its lack of jurisdiction to proceed further with the complaint. The remedy, if any, of the complainant lies in another forum.

The Court of Appeal allowed the appeal and quashed the Labour Relations Board's reinstatement order for want of jurisdiction. *Associated Medical Services Incorporated V. Ontario Labour Relations Board et al.* (1962) 35 DLR. (2d) Part 6, p. 375.

British Columbia Supreme Court...

...quashes arbitration award under a collective agreement on ground of error on face of the award

On June 11, 1962, Mr. Justice Lord of the British Columbia Supreme Court allowed an application to set aside an arbitration award regarding interpretation of a collective agreement. The Court held that the collective agreement had dealt with the matter of pay for periods of illness and the arbitration board made an error on the face of the award in finding that the agreement was silent on this matter, and in deciding that the wages should have been paid.

The dispute arose out of the refusal of the employer to pay wages to a monthly rated employee for a period of approximately two months during which time he was absent from work because of illness. The employee made a claim under the grievance provisions of the collective agreement between his union and the employer company, and the claim eventually came before a board of arbitrators.

There was no provision in the agreement for paying wages under the circumstances mentioned above. The board described the issue to be determined as follows: "The issue may be resolved into the question whether it must be taken to have been the intent of the parties bound by the collective agreement that monthly rated employees be paid during periods of absence for reason of illness so long as the employment relationship prevails."

The board noted that the company had paid three monthly rated employees for varying terms of absence in 1957 and 1958 and one of these was for illness. The company took the position that such payments were made *ex gratia* and in any event the employees were warned in December 1960 that no such payments were to be made in the future.

In reaching its decision the board relied, among other authorities, on the following passage from the judgment of Mr. Justice Pilcher in Orman v. Saville Sportswear Ltd. (1960). 3 All E. A. 105:

> . . . When the written contract (of employment) is silent as to payment during absence through sickness, the employer must continue to pay his employee unless he, the employer, can satisfy the court that it is a case in which a term negativing the employee's right to remuneration can properly be implied.

The ruling of the board was that the collective agreement in question was silent on the matter of payment during absence through sickness and that therefore, in accordance with *Orman v. Saville Sportswear Ltd.*, and other cases, the employer was required to continue to pay the employee.

Mr. Justice Lord in his judgment found that the collective agreement in question was not silent as to payment during absence through sickness. On the contrary, the agreement directly dealt with the matter in Article 8.05, which reads as follows:

> 8.05. The company shall make available to each employee who qualifies thereunder a sickness indemnity plan to provide weekly benefits of not less than forty dollars, thirteen weeks duration, commencing on the first day of an accident and on the eighth day of sickness. The company will bear one-half of the cost of such plan and the remaining one-half will be paid by the employees.

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The implication of this provision was that, absence from illness having been dealt with in the agreement, no wages were to be paid except as provided for under Article 8.05. In the cases relied on by the board there was no such clause as Article 8.05 and therefore these cases, according to Mr. Justice Lord, were not applicable to the case under review.

In Mr. Justice Lord's opinion, the circumstances of the case at bar denied any suggestion of an intention of the parties that wages would be paid as found by the board.

The application to the Court in the case at bar was made under Section 14(2) of the British Columbia Arbitration Act, which provides that the Court may set aside an award where an arbitrator has misconducted himself. In *Vancouver v. Brandram-Henderson B.C. Ltd.*, (1960) S.C.R. 539, Mr. Justice Locke of the Supreme Court of Canada said:

> The word "misconduct" in s. 11 of the Act of 1889 in England has been given a wide meaning . . . .
>
> In *Kelantan Government v. Duff Development Co.*, (1923) A.C. 395, Viscount Cave L.C. at p. 411 said an award might be set aside if it appeared on the face of it that the arbitrator had proceeded on evidence which was inadmissible or on wrong principles of construction, or had otherwise been guilty of some error in law.

Mr. Justice Lord noted that the case at bar was not a reference in which a specific point of law was submitted for arbitration but was one in which a question of construction and of law arose as being material in the matter referred. In these circumstances, in his opinion, the court had the right to review the award if the board had wrongly decided these matters. In *A. G. Man. v. Kelly*, (1922) 1 A.C. 268 at p. 283 it was stated: "Where a question of law has not been specifically referred to an umpire, but is material in the decision of matters which have been referred to him, and he makes a mistake, apparent on the face of the award, an award can be set aside on the ground that it contains an error of law apparent on the face of the award."

Mr. Justice Lord concluded that the board misconstrued the collective agreement, which must be considered as part of the award, by not noting Article 8.05. This wrongful construction led to a second mistake when the Board applied certain decisions which were inapplicable. This mistake and misconstruction amounted to an error in law on the face of the award and, therefore, the award must be set aside. *Re Alberta Wheat Pool and Local 333 of the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America*, (1962) 35 D.L.R. (2d), Part 6, p. 433.

Supreme Court of the United States. . .

. . . rules jurisdiction of National Labor Relations Board does not extend to foreign-flag shipping

On February 18, 1963, the Supreme Court of the United States ruled that the National Labor Relations Board was without jurisdiction to order an election to ascertain a bargaining agent on a foreign-registered ship employing alien seamen.

The Court held that jurisdictional provisions of the Labor Management Relations Act do not extend to maritime operations of foreign-flag ships employing alien seamen, and that it is immaterial that foreign-flag ships may be part of a fleet operating in regular courses of trade between foreign and U.S. ports, or that an American corporation owns the foreign owner of the ships.

Mr. Justice Clark, who delivered the judgment of the Court, related the following circumstances of the dispute.

In 1959, the National Maritime Union of America (NMU) filed a petition with the National Labor Relations Board, seeking certification as the representative of the unlicensed seamen employed upon certain Honduran flag vessels owned by *Empresa Hondurena de Vapores, S.A.*, a Honduran corporation. The petition was filed against United Fruit Company, a New Jersey corporation owned by citizens of the United States, which is the owner of *Empresa*.

United Fruit maintains a fleet of cargo vessels that it utilizes in the trade between Central and South American countries and the United States. A portion of the fleet consists of 13 Honduran-registered vessels operated by *Empresa* and time-chartered to United Fruit. These vessels were included in the NMU's representation proceedings.

The crews in these vessels, including the officers, were recruited by *Empresa* in Honduras. They were Honduran citizens (save one Jamaican), and claimed that country as their residence and home port. The crew was required to sign Honduran shipping articles, and its wages, terms and conditions of employment, discipline, etc., are controlled by a bargaining agreement between *Empresa* and a Honduran union, *Sociedad Nacional de Marineros de Honduras*.

Under the Honduran Labour Code, only a union whose "juridic personality" is recognized by Honduras, and which is com-

posed of at least 90 per cent of Honduran citizens, can represent seamen on Honduran-registered ships. The NMU fulfilled neither requirement.

Further under Honduran law, recognition of *Sociedad* as the bargaining agent compelled *Empresa* to deal exclusively with it on all matters covered by the contract. The current agreement, in addition to its recognition of *Sociedad,* provided for a union shop, wages scales, hours of work and other conditions of employment.

United Fruit, however, determines the ports of call of the vessels, their cargoes and sailings, integrating the same into its fleet organization. Although the voyages are for the most part between Central and South American ports and those of the United States, the vessels each call at regular intervals at Honduran ports for the purpose of taking on and discharging cargo and, where necessary, renewing the ship's articles.

The National Labor Relations Board concluded from these facts that the United Fruit operated a single, integrated maritime operation within which were the *Empresa* vessels, reasoning that United Fruit was a joint employer with *Empresa* of the seamen covered by the NMU petition.

The Board concluded that the maritime operations involved substantial United States contacts, outweighing the numerous foreign contacts present. The Board held that *Empresa* was engaged in "commerce" within the meaning of the Labor Management Relations Act and that the maritime operations "affected commerce," thus meeting the jurisdictional requirement of the Act.

The Board, therefore, ordered an election to be held among the seamen signed on *Empresa* vessels to determine whether they wished NMU, *Sindicto Maritimo Nacional de Honduras,* or no union, to represent them.

The Board's decision was challenged by both *Empresa* and *Sociedad* in Federal District Courts to prevent the elections.

In the Supreme Court, Mr. Justice Clark noted that, since the parties were in agreement that the Congress has constitutional power to apply the National Labor Relations Act to the crews working foreign-flag ships, at least while they are in American waters, the issue before the Supreme Court was whether Congress had exercised that power. The decision of the Court on this point being dispositive of the case, there would be no need to deal with other questions raised by the parties and the *amici curiae.*

Regarding the application of the National Labor Relations Act and its amendments to foreign-flagships and their crews, the National Labor Relations Board has evolved a test relying on the relative weight of a ship's foreign as compared with its American contacts. That test led the Board to conclude in the case at bar that the foreign-flag ships' activities affected "commerce" and brought them within the coverage of the Act. Where the balancing of the vessel's contacts has resulted in a contrary finding, the Board has concluded that the Act does not apply.

Six years ago, the Supreme Court in *Benz* v. *Compania Naviera Hidalgo* (1957) considered the question of the application of the Taft-Hartley amendments to the Act in a suit for damages "resulting from the picketing of a foreign ship operated entirely by foreign seamen under foreign articles while the vessel (was) temporarily in an American port." The Court held that the Act did not apply, and pointed out that the legislative history "inescapably describes the boundaries of the Act as including only the workingmen of our own country and its possessions."

Subsequently, in *Marine Cooks & Stewards v. Panama S.S. Co.* (1960), the Supreme Court held that the Norris-LaGuardia Act deprived a Federal District Court of jurisdiction to enjoin picketing of a foreign-flag ship, specifically limiting the holding to the jurisdiction of the Court "to issue the injunction it did under the circumstances shown." That case, however, cannot be regarded as limiting the earlier *Benz* holding since no question as to "whether the picketing . . . was tortious under state or federal law" was either presented or decided. Indeed, the Court specifically noted that the application of the Norris-LaGuardia Act "to curtail and regulate the jurisdiction of Courts" differs from the application of the Taft-Hartley Act "to regulate the conduct of people engaged in labor disputes."

It was contended, Mr. Justice Clark continued, that the case at bar was distinguishable from *Benz* in two respects. First, in the case under review there was a fleet of vessels, not temporarily in United States waters but operating in a regular course of trade between foreign ports and those of the United States; and, second, the foreign owner of the ships was in turn owned by an American corporation.

The Court noted that both of these points rely on additional American contacts and therefore necessarily presume the validity of the "balancing of contacts" theory of

the Board. But to follow such a suggested procedure to the ultimate might require that the Board inquire into the internal discipline and order of all foreign vessels calling at American ports.

Such activity would raise considerable disturbance, not only in the field of maritime law but in the international relations of the United States as well. In addition, enforcement of Board orders would project the courts into application of the sanctions of the Act to foreign-flag ships on a purely *ad hoc* weighing-of-contacts basis. This would inevitably lead to embarrassment in foreign affairs and be entirely infeasible in actual practice.

The question, therefore, appears to be more basic, namely, whether the Act as written was intended to have any application to foreign-registered vessels employing alien seamen.

Petitioners claimed that the language of the Act may be read literally as including foreign vessels within its coverage. But, as in the *Benz* case, they have been unable to point to any specific language in the Act itself or in its extensive legislative history that reflects such a congressional intent. Indeed, the opposite is true, as the Court found in the *Benz* case, where the Court pointed to the language of Chairman Hartley, characterizing the Act as "a bill of rights both for American working men and for their employers."

The Court continues to believe that if the sponsors of the original Act or of its amendments conceived of the application now sought by the Board, they failed to translate such thoughts into describing the boundaries of the Act as including foreign-flag vessels manned by alien crews.

Therefore, the Court found no basis for a construction that would exert United States jurisdiction over and apply its laws to the internal management and affairs of the vessels in the United States flying the Honduran flag, contrary to the recognition long afforded them not only by the U.S. State Department, but also by the Congress.

In addition, there is the well-established rule of international law that the law of the flag state ordinarily governs the internal affairs of a ship. Mr. Justice Clark referred also to the admonition of Chief Justice Marshall who, in *The Charming Betsy* case, 1804, said that "an act of Congress ought never to be construed to violate the law of nations if any other possible construction remains. . ."

Consequently, the Court concluded, as it did in the *Benz* case, that to sanction the exercise of local sovereignty under such conditions in this "delicate field of international relations there must be present the affirmative intention of the Congress clearly expressed." Since neither the Court nor the parties were able to find any such clear expression, the Supreme Court held that the Board was without jurisdiction to order the election.

However, the Court added, this is not to imply "any impairment of our own sovereignty or limitation of the power of Congress" in this field. In fact, just as the Court directed the parties in the *Benz* case to the Congress, which "alone has the facilities necessary to make fairly such an important policy decision," the Court concluded that the arguments should be directed to the Congress rather than to the Court. *McCulloch v. Sociedad Nacional de Marineros,* U.S. Supreme Court, 52 LRRM 2425 (1963).

Supreme Court of the United States...

...rules State courts have jurisdiction in cases arising from picketing of foreign-flag shipping

On February 18, 1963, the Supreme Court of the United States ruled that a State court has jurisdiction to enertain an action for damages and injunctive relief against a United States union for picketing during a campaign to organize foreign seamen on foreign-flag ships, since such a dispute is not within the jurisdiction of the National Labor Relations Board under the Labor Management Relations Act.

This decision followed the judgment in *McCulloch v. Sociedad Nacional de Marineros* reported above. Both decisions were rendered by Mr. Justice Clark.

The circumstances of the dispute were outlined by Mr. Justice Clark. Incres Steamship Company, Ltd. is a Liberian corporation that is wholly owned by Italian nationals. It operates two Liberian-registered passenger ships, the *Nassau* and the *Victoria,* which make regularly scheduled cruises between New York City and various Caribbean ports for seven months each year. In addition, annual cruises are made to Italy, where the vessels undergo repairs and the crews take their leaves. The crews of both vessels are non-resident aliens, most of whom are Italians, and they are recruited and hired in Italy, where they sign Liberian articles.

Incres maintains its principal office in London, and it has no place of business in Liberia. It shares an office in New York

City with Incres Line Agency, Inc., a New York corporation that is controlled by Incres and acts as agent for its cruise business. The president of Incres, an Italian national, who is a part-time New York resident, is also an upaid officer and director of Incres Line Agency. He conducts the business of Incres from the Incres Line Agency office when he is in New York.

The International Maritime Workers Union (IMWU) is an American labour organization formed by two other American unions for the primary purpose of organizing foreign seamen on foreign-flag ships.

In February 1960, the IMWU began a campaign to organize the seamen on Incres' vessels. On May 13, 1960, as part of this campaign, IMWU began picketing at the pier where the *Nassau* was docked. Two days later the *Victoria,* while anchored offshore, was picketed by IMWU representatives in a launch.

The IMWU representatives persuaded some crew members of the *Nassau* not to perform their duties, and longshoremen and tugboat crews were temporarily persuaded to refrain from servicing both vessels. As a result of this activity, several cruises were cancelled.

On May 16, 1960, Incres brought an action for damages and injunctive relief against IMWU. On the same day, IMWU filed unfair labour-practice charges against Incres, on which the National Labor Relations Board has conducted an investigation but has not rendered a decision. The Supreme Court of New York County granted a temporary injunction and, after trial, a permanent injunction enjoining the union from picketing Incres' vessels or from encouraging crew members to refrain from working on these vessels. The judgment was confirmed by the Appellate Division.

In the New York Court of Appeals, the decision was reversed. The Court of Appeals, applying the U.S. Supreme Court decision in *San Diego Building Trades Council v. Garmon* (1959), held that the State courts had no jurisdiction until the Board refused to act in the dispute, since it was "surely arguable" that the Board would exercise jurisdiction under the contacts theory as applied in some previous Board decisions.

In the U.S. Supreme Court, Mr. Justice Clark, rendering the judgment, noted that in the case of *McCulloch v. Sociedad Nacional,* the Supreme Court held that the National Labor Relations Act as amended does not apply to foreign-registered ships employing alien seamen. The holding and reasoning in that case are equally applicable to the maritime operations in the case under review, leading to the conclusion that the Act does not apply.

It is true, Mr. Justice Clark continued, that the Supreme Court decision in the *Garmon* case, as applied in *Marine Engineers Beneficial Assn. v. Interlake S.S. Co.,* (1962), results in pre-emption of State court jurisdiction if a dispute is arguably within the jurisdiction of the Board. But, the Court decision in *Sociedad Nacional* clearly negated such jurisdiction of the Board.

In the *Sociedad Nacional* case, the Court was immediately concerned with the Board's jurisdiction to direct an election, and held that the Act had no application to the operations of foreign-flag ships employing alien crews. Therefore, no different result as to the Board's jurisdiction follows from the fact that the Court's immediate concern in the case under consideration was the picketing of a foreign-flag ship by an American union.

The Board's jurisdiction to prevent unfair-labour practices, like its jurisdiction to direct elections, is based upon circumstances "affecting commerce," and the Court has concluded that maritime operations of foreign-flag ships employing alien seamen are not in "commerce" within the meaning of the Act.

The Supreme Court vacated the judgment of the Court of Appeals and remitted the case for further proceedings consistent with this opinion and that in the *Sociedad Nacional* case. *Incres Steamship Co. v. Maritime Workers,* U.S. Supreme Court, 52 LRRM 2431 (1963).

Recent Regulations, Federal and Provincial

Manitoba issues new apprenticeship rules for automobile mechanics and heavy duty equipment repair mechanics. Alberta revises regulations governing welders

New apprenticeship regulations for the trades of automobile and heavy duty equipment repair mechanics have been issued in Manitoba. The new regulations take into account the growing demand for specialists.

In Alberta, the regulations governing the examination and certification of welders were re-issued with a few changes. Three orders under the Labour Act dealt with the geophysical and oil-well service industries and female telephone operators in small exchanges.

FEDERAL

Atomic Energy Control Act

The Atomic Energy Control Board has issued, under the Atomic Energy Control Regulations, Order No. 1/200/63, the Shipping Containers Order, respecting radioactive prescribed substances. It was gazetted February 27.

"Prescribed substances" means uranium, thorium, plutonium, radioactive isotopes of other elements, deuterium and any substances containing any of these elements or isotopes.

The new Order provides that no person may ship any radioactive prescribed substance unless its shipping container meets the packaging, shielding and labelling requirements prescribed by a body having jurisdiction over the shipment by the proposed means of transport, or unless the particular shipment has been specifically approved by that body.

Where no standards have been prescribed by such a body, the container must meet the packaging, shielding and labelling requirements of the Board of Transport Commissioners for Canada for the shipment by rail of the radioactive prescribed substance being shipped. The Board, however, may exempt any particular shipment from its general requirements, subject to whatever conditions it may prescribe.

PROVINCIAL

Alberta Labour Act

Three orders under the Alberta Labour Act amending two recent orders for small telephone exchanges and for the geophysical exploration industry and revising the order for the oil-well service industry were gazetted January 31, to take effect from date of publication.

Female Telephone Operators in Small Exchanges

One amending order, Alta. Reg. 35/63, makes it clear that the weekly minimum of $26 established for female telephone operators in small exchanges by Alta. Reg. 527/62 (L.G., Dec. 1962, p. 1397) applies to persons who regularly work 40 or more hours a week.

Geophysical Exploration Industry

The order permitting field employees in the geophysical exploration industry to work up to 208 hours in a month at straight-time rates (Alta. Reg. 529/62) was amended by Alta. Reg. 34/63 with respect to weekly rest and exemptions.

As before, every employee in the geophysical exploration industry must be given a day of rest for every six consecutive days of work, which may be accumulated up to a maximum of four in any period of 24 consecutive days of work. The amended order, however, permits rest days to be accumulated over a longer interval during the period January 1 to March 31 each year.

Another new provision added observers, recorders and surveyors to the list of employees in the geophysical exploration industry exempted from the order, from the hours provisions of the Alberta Labour Act and from the overtime provisions of the general minimum wage orders. As a result, there are no restrictions on the hours of these employees and employers are not obliged to give them a weekly rest or to pay them overtime.

Oil-Well Service Industry

The revised order for the oil-well service industry (Alta. Reg. 36/63) again permits field employees to work up to 208 hours in a month on a straight-time basis. One and one-half the regular rate must be paid after 208 hours in a month except in the first and last months of employment, when the premium rate is payable after 9 hours in a day or 48 in a week, whichever is the greater amount.

These provisions do not now apply, however, to persons engaged in directional drilling, diamond coring, directional surveys, drill stem testing, fishing or mud sales and engineering, provided not more than one person is employed in each such operation.

These employees are also exempt from the hours provisions of the Act and from the overtime provisions of the two general minimum wage orders. They are, however, subject to the weekly rest provision, which, as in the order for the geophysical exploration industry, has been amended to permit days of rest to be accumulated over a longer interval during the period January 1 to March 31 each year.

Alberta Welding Act

The regulations under the Alberta Welding Act governing the examination and certification of welders have been re-issued with a few changes (Alta. Reg. 619/62).

There are two grades of journeymen's certificates, as previously. These are the Certificate of Proficiency, First Class, which replaces the First Class Journeyman's Certificate; and the Certificate of Proficiency, Second Class, which replaces the Second Class Journeyman's Certificate. A Temporary Certificate of Proficiency replaces the former Restricted Certificate.

A new provision specifies that the holder of a Certificate of Proficiency issued under the Tradesmen's Qualification Act in the trade of sheet metal mechanic, in which trade welding is a required skill, is considered to hold a Certificate of Proficiency under these regulations authorizing him to weld in the trade of sheet metal mechanic only. A provision similar to this applies, as formerly, with respect to welding in the trade of auto body mechanic.

The regulations do not indicate any changes in the qualifications for journeymen's certificates. They do, however, empower the Department of Labour and the Board of Examiners to set the pass mark required to obtain a Certificate of Proficiency. Formerly the regulations specified a minimum mark of 60 per cent on the written examination and 75 per cent on the practical examination.

Certificates of Proficiency, other than Temporary Certificates, now remain in effect until suspended or cancelled by the Department of Labour. Previously, journeymen's certificates were required to be renewed annually.

A Temporary Certificate of Proficiency may be issued by the Department of Labour to a person subject to examination, or to a person who has obtained not less than two-thirds of the pass mark on an examination for a Certificate of Proficiency. A Temporary Certificate of Proficiency expires at the pleasure of the Department of Labour, and the holder may be required to try an examination at any time.

An applicant who fails to pass an examination will now be eligible for re-examination after three months, compared with six months as before.

Alberta Workmen's Compensation Act

Part-time secretaries, treasurers and secretary-treasurers of villages were brought under the Alberta Workmen's Compensation Act, effective January 1, 1963, by a notice of the Workmen's Compensation Board gazetted January 31, which rescinded an exemption notice published on July 15, 1949.

British Columbia Male and Female Minimum Wage Acts

In British Columbia, pupils enrolled in classes of an Occupational Programme of Studies in a public secondary school, offered in accordance with the regulations of the Department of Education and under the supervision of the local school authority, were exempted from the Minimum Wage Acts by B.C. Reg. 15/63, gazetted January 24.

British Columbia Payment of Wages Act

The Pacific Great Eastern Railway Company was exempted from the British Columbia Payment of Wages Act, which requires employers to pay their employees at least twice a month, by B.C. Reg. 24/63, gazetted February 7. The order was issued so that the wage payment practices of this railway would remain the same as those of other major railroads in Canada.

British Columbia Workmen's Compensation Act

British Columbia has amended its accident prevention regulations for explosive actuated tools. The new regulation, B.C. Reg. 181/62, issued under the Workmen's Compensation Act, amends B.C. Reg. 416/59. Gazetted December 27, it became effective January 1, 1963.

An explosive actuated tool is now defined as any tool used to apply fastenings or anchors, with the explosion of a charge providing all or part of the force.

The amendment authorizes the Workmen's Compensation Board to give written permission to allow the use of an explosive actuated tool that does not conform to the specifications set out in the regulations.

A new provision approves the use of barrel extensions for explosive actuated tools, provided that protective shields are used to confine pins or flying particles.

Manitoba Apprenticeship Act

Regulations under the Manitoba Apprenticeship Act respecting apprenticeship in the automobile and heavy duty equipment repair

mechanics' trade were gazetted as Man. Reg. 10/63 on February 16, replacing rules relating to the automobile repair and internal combustion engine mechanics' trades issued in 1950.

Besides the mechanical and body sections of the trade, the revised regulations now recognize a third, the heavy duty section, which covers repair work on heavy duty equipment used in agriculture, construction or road building.

The growing demand for specialists has also been taken into account and the mechanical and body sections of the motor vehicle repair trade have been divided into subsections. The mechanical section now has two subdivisions, electrical and fuel system repair, and wheel and chassis work. An apprentice enrolled in the body section of the trade may now specialize in either metal work or painting.

Unlike the former rules, the new regulations do not set any age limits or educational standards for apprentices nor do they provide for pre-employment training.

The term of apprenticeship remains five years, except that the new regulations do not state whether or not this includes any probationary period. As before, time credits may be granted for approved technical, vocational or trade training or for previous experience in the trade.

A new feature is that, with the consent of the employer, an apprentice who has completed three years of the five-year term of apprenticeship may now elect to complete his apprenticeship by registering as a specialist in a subsection of his section of the trade.

A certificate of qualification may again be granted to an apprentice who has completed his term of apprenticeship and has passed the technical classes and the final examinations. If an apprentice has specialized in a subsection of the trade, however, he must pass the examination in his subsection, as well as the regular examinations, before he is eligible for a certificate of qualification.

Upon completion of his fourth year, including the complete technical course, an apprentice who has been allowed time credits on the recommendation of his employer may now be granted a certificate of qualification, provided he has passed the final trade tests and examinations.

As formerly, certificates of qualification may also be granted to experienced mechanics who have not served a formal apprenticeship. A person with at least seven years experience who was engaged in the trade when it was designated and who has passed the final examinations may now be granted a certificate on the recommendation of the trade advisory committee. This provision does not apply, however, if an examination board has been established in a section of the trade under the Tradesmen's Qualifications Act.

The ratio of apprentices to mechanics has been changed. An employer who is himself a mechanic (a person recognized by the trade advisory committee as a journeyman) or who employs a mechanic may have one apprentice. For the next mechanic in his employ, he may engage one additional apprentice and for each additional two mechanics, one apprentice. Beyond this ratio, additional apprentices may be employed only on the recommendation of the trade advisory committee.

Wages for apprentices may not be less than the specified percentages of the wages paid to mechanics employed in the same establishment or of the average wage as shown in the last wage survey conducted by the Department of Labour, whichever is the higher. For the first 12 months the percentage is 40 per cent, increasing by 10 per cent every 12 months to 80 per cent in the fifth 12-month period.

The wages of apprentices for overtime hours are to be adjusted on the same basis as wages for journeymen working for the same employer in the same area.

Increases in statutory minimum wage rates were enacted in five state legislatures in the United States in 1962. Only 22 state legislatures held regular sessions during the year.

Cash benefits under workmen's compensation laws were raised in eight states, and coverage was extended to radiation disability by one state. Three states took action for the control of radiation hazards, and five states improved or extended their laws to control other types of occupational hazards.

New York and West Virginia enacted laws dealing with employment problems of school drop-outs.

New Jersey prohibited age discrimination in employment; New York, racial discrimination in apprentice training programs. Arizona provided for equal pay for equal work.

Five states prohibited payments to unions for the "piggyback" rail transportation of vehicles.

UNEMPLOYMENT INSURANCE AND NATIONAL EMPLOYMENT SERVICE

Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants at end of January up almost 20 per cent from total at end of December but nearly same as at end of January 1962, latest statistics show*

Claimants for unemployment insurance benefit numbered 703,100 on January 31. This figure was about 20 per cent higher than the total of 592,000 on December 31 but was nearly the same as that on January 31, 1962.

As usual at this time of the year, the increase from the previous month was predominantly among males. The number of male claimants increased by 20 per cent, from 464,007 to 557,540, and males made up 84 per cent of the total increase. The number of female claimants increased by 16 per cent, from 127,958 to 145,341.

Seasonal benefit claimants at the end of January numbered 159,279 compared with 95,338 on December 31, and they made up nearly 60 per cent of the total increase in claimants. As a proportion of the total number of claimants, male claimants for seasonal benefits increased, but male claimants for regular benefit declined.

Initial and Renewal Claims

Initial and renewal claims filed in January numbered 319,400, almost the same as during both December and January 1962.

Of this total, some 265,500, or 83 per cent, were associated with separations from employment during the month. In December this percentage was more than 90.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in January was estimated at 536,900, compared with 316,700 in December and 560,100 in January 1962.

Payments during the month amounted to $58,600,000, compared with $31,100,000 in December and $57,800,000 in January 1962.

The average weekly payment was $24.79 in January, $24.54 in December and $24.57 in January 1962.

* *See* Tables E-1 to E-4, page 350.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

Insurance Registrations

Insurance books or contribution cards have been issued to 4,991,976 employees who have made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1962.

At January 31, registered employers numbered 339,105 a decrease of 193 since December 31, 1962.

Enforcement Statistics

During January, 9,974 investigations were conducted by enforcement officers across Canada. Of these, 6,045 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 276 were miscellaneous investigations. The remaining 3,653 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 338 cases, 63 against employers and 275 against claimants.*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,769.*

* These do not necessarily relate to the investigations conducted during this period.

The Unemployment Insurance Commission announced last month that arrangements have been made to provide adequate financial support for the Unemployment Insurance Fund, should it be needed. All those who are entitled to unemployment insurance benefit are assured that there will be no delay or inconvenience experienced in regard to such payments.

The loan of $25,000,000 already authorized by Parliament is available, and further financing will be provided if, and when, required, the Commission said.

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in January totalled $31,387,634.93, compared with $29,478,741.19 in December and $30,371,516.41 in January 1962.

Benefits paid in January totalled $58,559,875.69, compared with $31,086,590.36 in December and $57,799,309.93 in January 1962.

The balance in the Fund on January 31 was $71,803,065.26; on December 31, 1962, it was $98,975,326.02 and on January 31, 1962 it was $135,877,305.03.

Monthly Report on Placement Operations of the National Employment Service

Placement operations of the National Employment Service declined in February from the record set in February 1962 but remained above postwar average levels. Vacancies also were fewer than a year earlier.

Placements of women increased over the February 1962 total by 4.7 per cent and placements of men decreased by 18.9 per cent. Total placements during February 1963, at 63,000, were less than during the same month last year by 11.4 per cent, although they remained higher than in any other postwar February.

Vacancies followed much the same pattern as placements. Vacancies for women increased in February 1963 over 1962 by 4.6 per cent to a total of some 32,000, and vacancies for men decreased by 16.4 per cent to a total of 47,000, the resulting total of 79,000 being a reduction from February last year of 9.1 per cent.

During the first two months of 1963, some 171,000 vacancies were notified to local employment offices. With the exception of 1962, this cumulative total was higher than in any corresponding period since 1951.

Some 2,700 or 4.3 per cent of the placements effected during February involved the movement of workers from one local office area to another. This was a smaller total than during February last year, but a larger proportion of total placements.

Regionally, February placements were as follows:

Atlantic	4,800
Quebec	18,500
Ontario	23,300
Prairie	10,700
Pacific	5,700

As year-to-year declines in placement activity were recorded in both January and February, 1963 placement operations seem to be levelling out to a point between the records set in 1961 and 1962.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2103, January 17, 1963

Summary of the Main Facts: The claimant, a married woman residing in a paper-mill town in British Columbia, applied for benefit at the Vancouver local office of the Unemployment Insurance Commission on May 28, 1962. She had worked as a switchboard operator for a telephone company in her home town from October 21, 1956 to May 19, 1962, when she became separated from her employment because of the "conversion to dial system." Her rate of pay at the time was $10.91 a day.

The local office commented that the claimant showed experience only as a telephone operator, no typing or other office experience. The Employment Officer stated that opportunities of employment as a switchboard operator without added skills were practically nil in Vancouver and assumed the same would apply in the

claimant's town. Also, employers are not particular about hiring married women but single girls are much easier to place, he said.

A benefit period was established, however, effective May 27 and, as there was no evidence that the claimant was restricting her availability to her registered occupation, her claim was allowed.

On a questionnaire from the local office, in answer to questions about other types of work beside that of a switchboard operator that would be acceptable, efforts she had made on her own to secure such employment, and about prospects in the area where she lived, the claimant wrote: "I am not trained for any other type of employment."

The insurance officer disqualified the claimant and suspended benefit from June 17 on the ground that she was not available for work as she was restricting herself to one employment that was "not currently available" (section 54(2)(a) of the Act).

On July 12, the claimant appealed to a board of referees and stated that she had made formal application for work at a transit company in her home town, and informal application or work at the office of the union Local.

A board of referees heard the case in Vancouver on July 31. The claimant was neither present nor represented at the hearing. The unanimous decision of the board reads:

> . . . Apart from stating that the claimant had made two applications for work in [her home town], there is no evidence to indicate that the claimant has widened her sphere of availability and capability, nor does she give any evidence as to what her prospects for employment are in that area. Therefore, the Board has no grounds on which it can disagree with the decision of the insurance officer. We confirm indefinite disqualification under section 54(2)(a) of the Act, commencing 17 June, 1962 and the appeal is disallowed.

On September 18, the Federation of Telephone Workers of B.C. (Traffic Division), of which the claimant is a member, appealed to the Umpire on the grounds stated by the claimant in the appeal form (UIC 575A). On that form she said that she did not believe she was restricting herself to one type of employment. The fact that she had made applications at the transit company and at the union office, and since August 1 had part-time work for a three-week period at another company and for three weeks up to September 21, had relieved as a telephone agent for a third company proved that she was not restricting herself to switchboard operating. "I have made a sincere effort to find steady employment in various types of work here."

In a statement of observations, dated October 3, for consideration by the Umpire, the Chief of the Adjudication Division of the Unemployment Insurance Commission said:

> 1. The Unemployment Insurance Act imposes on the claimant the burden of proving that she is available for work. The requirement of being available for work implies that the claimant must be able, willing and ready to take immediately any suitable employment for which there is a normal demand in the labour market (CUB 1620). There the claimant's availability is restricted, the claimant also has the burden of proving that there are reasonable prospects on the existing labour market of finding work of the restrictive nature she is willing to accept (CUB 1853).
>
> 2. The claimant in this case restricted her availability to employment as a switchboard operator as evidenced by her reply to [the questionnaire]. She failed to show that there are reasonable prospects of employment in this occupation, in view of the change to the dial system, although the specific question was asked her in [the questionnaire].
>
> 3. In connection with the appeal to the Umpire made by the union, the claimant has indicated for the first time that she may be prepared to take other types of work. It is submitted that the board of referees made the proper assessment of the evidence in this case in concluding that the claimant had failed to prove that she was available for work as required.

Considerations and Conclusions: There is evidence that shortly after the claimant stated she had made application for work in her home town she found work there through her own efforts and, in fact, accepted two employments of a kind other than in her usual occupation. This, in my view, is sufficient to show (1) that the insurance officer erred in his finding that the claimant was "restricting herself to one employment," and (2) that the comments made by the local office on the conditions of the labour market in that place were not based on actual facts.

It would therefore appear that, as the claimant found the employments in question after the date on which the board of referees dealt with the case, it could not but misinterpret the claimant's statements and based its decision on erroneous findings of fact.

In view of the foregoing, I consider that the evidence contained in the record is sufficient to show that the claimant was available for work as from June 17, 1962. I consequently decide to allow the Federation's appeal.

Decision CUB 2111, January 30, 1963

Summary of the Main Facts: On August 15, 1962, the claimant, a married woman, filed an initial application for benefit and

registered for employment as a machine filler. She had worked as a packer for a company that in April 1962 had moved from Montreal to a suburban location; she had worked for the company from June 15, 1958 until August 8, 1962. Her wage rate was $54 a week.

Giving her reason for leaving her employment, she said that the trip back and forth to the company's new location was too long. There was no bus service, and she had been making the trip with fellow workers. In addition she was three months pregnant; she expected her confinement about February 13, 1963.

She said also that she would like to work in a laboratory as near as possible to her home and would accept a salary of $40 a week.

The employer stated that the claimant had left her employment because of her condition and also because it was "too far to travel."

The claimant produced a medical certificate dated August 17, 1962, in which the doctor states that she is pregnant and should bear a child about February 13, 1963.

On August 28, 1962, the insurance officer disqualified the claimant from receiving benefit from August 12 to September 15, 1962, being of the opinion that she had voluntarily left her employment without just cause (Section 60(1) of the Act). The insurance officer also disqualified her for not having proved that she was available since August 12, because she had deliberately left her employment on account of her pregnancy (Section 54(2)(*a*) of the Act).

On September 19, the claimant sent to the local office another medical certificate, dated September 17, which said that she could do light work until the month of December.

On the same day she appealed to the board of referees. In her reasons for appeal she acknowledged that she had deliberately left her employment but, rather than without reason as the insurance officer said, for the reason that it was too far to travel and there was no bus service from Montreal. She explained that she had to rely on whoever was available to take her to work, that there was only one person living near her who made the trip, and that even after obtaining a ride with him she had to travel an hour or an hour and a half by bus. Having worked for the company for four years, she would still have been there had they not moved so far away, she said.

Her willingness to accept a reduction of $14 a week proved that she was available and prepared to work, she said.

As far as my physical condition is concerned, my doctor does not advise me not to work, and on the contrary, he says that I am used to this routine and that it is not too difficult in spite of my condition, since we work seated more often than standing and the exercise does me good . . .

On October 10, the board of referees heard the claimant's appeal in her presence. The majority decision of the board was:

The board of referees, having heard the claimant, is of the majority opinion that the claimant voluntarily left her employment without just cause and that she did not prove herself to be available for employment since August 12, 1962 . . .

The dissenting member of the board of referees said, "I find that the trip was extremely difficult, much more so than a normal trip to work. This is why I would have rescinded the insurance officer's decisions."

On October 12, the claimant lodged an appeal with the Umpire.

Considerations and Conclusions: The main reason that the claimant gave to explain why she voluntarily left her employment when she was about three months pregnant is that the trip from her home to her place of work was too long and too difficult. However, as she furnished no medical or other evidence whatsoever to establish that the trip could endanger her health or that of the child she was carrying, I consider that she has not proved satisfactorily that she had just cause for leaving her employment, and I decide to confirm the majority decision of the board of referees on this point.

As to the disqualification for not being available for work, which was imposed under Section 54(2)(a) of the Act, there is evidence that the claimant was capable of work in her usual occupation, and that she was prepared to accept employment in that occupation even at a much less advantageous wage rate. The only restriction on her availability was that the employment had to be temporary and "as near as possible" to her home. However, the record contains no information whatsoever on the opportunities of employment that the labour market might have offered her under these conditions. In the absence of evidence to the contrary, it must be assumed that in a city the size of Montreal there are opportunities of employment of the type that she wanted.

In view of the foregoing, I am of the opinion that the claimant has proven satisfactorily that she was available for work as from August 12, 1962, and I so decide.

But for what I have just decided regarding the claimant's availability, I dismiss her appeal.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during February

Works of Construction, Remodelling, Repair or Demolition

During February the Department of Labour prepared 123 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 76 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 81 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited and the Departments of Defence Production, Fisheries, Mines and Technical Surveys, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in February for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Construction (1951) Ltd.	1	$ 16,589.75
Defence Production	141	335,515.00
Post Office	9	130,174.93
Royal Canadian Mounted Police	10	150,377.04

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during February

During February the sum of $4,329.39 was collected from nine contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 73 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during February

Central Mortgage and Housing Corporation

Ville St Laurent Que: Langsner-Fuhrer Inc, repairs to heating system, Parc Royal Project. *Pinawa Man:* A M Kelly & Son Ltd, stockpiling of gravel (Job 35). *Saskatoon Sask:* G Barker Construction Ltd, construction of 110 housing units (FP 1/62).

In addition, this Corporation awarded 13 contracts containing the General Fair Wages Clause.

Department of Citizenship and Immigration

Sioux Lookout Indian Agency Ont: Hakala Construction, construction of residence & water supply system, Sandy Lake IDS.

Defence Construction (1951) Limited

Cornwallis N S: Wylie P Hazelwood Ltd, fire retardant coating within various bldgs, HMCS *Cornwallis;* Shelburne Contracting Ltd, replacing wood foundations with concrete foundation walls (4 bldgs), HMCS *Cornwallis. Longue Pointe Que:* Matco Ltd, supply & installation of flame safeguard systems for five boilers. *Gloucester Ont:* Shore & Horwitz Construction Co Ltd, construction of garage, HMCS *Gloucester. Hamilton Ont:* Burton Ford & Sons Ltd, supply & installation of fire alarm system, HMCS *Star. Shirley Bay Ont:* Hansa Construction Ltd, fire hall extension, DRB. *Penhold Alta:* Burns & Dutton Construction (1962) Ltd, supply & installation of water main & valve chamber, RCAF Station. *Esquimalt B C:* G H Wheaton Ltd, alterations to Bldg 89, HMCS *Naden. Patricia Bay B C:* H B Contracting Ltd, renewal of water distribution system. *Various locations:* Seven contracts in the restricted category.

In addition, Defence Construction (1951) Ltd awarded two contracts containing the General Fair Wages Clause.

Department of Defence Production

Bedford N S: J Mahar & Son Co Ltd, installation of lighting standards, South Section, & modification of existing lighting, North Section of Jetty, RCN Magazine. *Cornwallis N S:* Wylie P Hazelwood Ltd, fire retardant painting, Bldg ♯345, HMCS *Cornwallis;* Wylie P Hazelwood Ltd, fire retardant painting, Bldg ♯34-11, HMCS *Cornwallis;* Wylie P Hazelwood Ltd, fire retardant painting, Bldg ♯34-12, HMCS *Cornwallis;* Shelburne Contracting Ltd, renewal of asphalt shingles, Bldg ♯9, HMCS *Cornwallis;* Shelburne Contracting Ltd, renewal of asphalt shingles, Bldg ♯31-1, HMCS *Cornwallis;* Shelburne Contracting Ltd, renewal of asphalt shingles, Bldg ♯31-2, HMCS *Cornwallis. Dartmouth N S:* J P Porter Co Ltd, dredging of berthing area, Gun Wharf, RCN Armament Depot. *Halifax N S:* Bryant Flooring Ltd, installation of linoleum in certain areas, Hospital Bldg ♯S26, HMCS *Stadacona;* Martin & Moore Ltd, fire retardant painting, Bldg ♯S-12,

"B" Mess, HMCS *Stadacona:* Walker & Hall Ltd, reconstruction of dry stone wall & sodding, playing field site, HMCS *Stadacona. Shearwater N S:* J L McNamara, renewal of floor coverings in various bldgs, RCN Station. *Saint John N B:* John A Kennedy & Co Ltd, installation of fire alarm system, Armoury, Barrack Green. *Senneterre Que:* Michel Rivard Ltee, supply & installation of vinyl floor, RCAF Station. *Camp Borden Ont:* Ontario Millwrights, modification to sewage lift station, RCAF Station.

In addition, this Department awarded 29 contracts containing the General Fair Wages Clause.

Department of Fisheries

This Department awarded one contract containing the General Fair Wages Clause.

Department of Mines and Technical Surveys

This Department awarded one contract containing the General Fair Wages Clause.

National Harbours Board

Montreal Harbour Que: Atlas Construction Co Ltd, construction of watermain & concrete envelope to watermains, & demolition of old Wheel House, Section 1A, Champlain Bridge.

Department of Northern Affairs and National Resources

Prince Edward Island National Park P E I: Scotia Sprinklers Ltd, supply & installation of sprinkler system, Dalvay House, Park Headquarters Area. *Amherstburg Ont:* Len Duby Electric, rewiring Hough House, Fort Malden.

Post Office Department

This Department awarded one contract containing the General Fair Wages Clause.

Department of Public Works

Bell Island Nfld: Avalon Construction & Engineering Co Ltd, repairs to fender system. *Dartmouth N S:* The Foundation Co of Canada Ltd, wharf extension (part "B"). *Halifax N S:* Diamond Construction (1961) Ltd, repairs to quay wall "C", HMC Dockyard. *Little Shippegan N B:* La Construction de St Paul Ltee, reconstruction of ferry ramp. *Saint John N B:* Building Services Ltd, cleaning windows of federal bldgs. *Cowansville Que:* B & M Constructors Ltd, preliminary groundworks (phase 1), Medium Security Institution. *Montreal Que:* Allied Building Services (1962) Ltd, cleaning interior of National Revenue Bldg. *Quebec City Que:* Mercury Maintenance Services Ltd, interior cleaning, New Postal Terminal Bldg. *Sainte Foy Que:* Roger Vezina, installation of basement partitioning & mechanical ventilation system, DVA Hospital. *St Isidore Que:* Les Entreprises Jean R Denoncourt Enrg, construction of post office bldg. *Verdun Que:* Allied Building Services (1962) Ltd, cleaning interior, etc, New Unemployment Insurance Commission Bldg. *Carleton Place Ont:* Sirotek Construction Ltd, construction of federal bldg. *Howkesbury Ont:* Twin City Electric, installation of electric lighting system, Perley Bridge. *Kingston Ont:* T A Andre & Sons Ltd, reconstruction of exterior security wall (North Section), Kingston Penitentiary. *Ottawa Ont:* Quebec Window & Interior Cleaning Co Ltd, cleaning interior of Surveys & Mapping Bldg, Booth St; John Shore Construction Ltd, reconditioning of doors & related work, Centre Block, Parliament Bldgs; Sanco Ltd, cleaning interior of three bldgs (Finance-Administration-Purchasing & Stores), Post Office Dept, Confederation Heights; L Beaudoin Construction Ltd, supply & installation of partitioning with related work, Room 108, DBS, Tunney's Pasture; Allied Building Services (1962) Ltd, cleaning interior of Trade & Commerce Bldg, Wellington St; Allied Building Services (1962) Ltd, cleaning interior of post office, workshops & laboratories, Confederation Heights. *Pigeon River Ont:* Barnett-McQueen Co Ltd, construction of Customs examining warehouse & office, including site development. *Smiths Falls Ont:* Able Construction Co Ltd, construction of federal bldg for Post Office & CBC. *Waterloo Ont:* Dunker Construction Ltd, construction of federal bldg. *Stony Mountain Man:* Nesplak Ltd, repairs & additions to existing water system, Manitoba Penitentiary. *Winnipeg Man:* Allied Building Services (1962) Ltd, cleaning interior of general post office bldg. *Saskatoon Sask:*

(*Continued on page 336*)

PRICES AND THE COST OF LIVING

Consumer Price Index, March 1963

The consumer price index (1949=100) was unchanged at 132.1 between February and March.* The March index was 1.9 per cent above the March 1962 index of 129.7.

A decrease in the food index offset increases in the housing and clothing indexes. The transportation, health and personal care, recreation and reading, and tobacco and alcohol indexes were unchanged.

The food index declined 0.4 per cent from 129.4 to 128.9 as a result of further substantial price decreases for beef. Other price declines were generally limited to pork, fats, fresh tomatoes, lettuce, bananas and grapefruit. Higher prices were reported for eggs, sugar, jam, oranges and orange juice, and most fresh vegetables.

The housing index increased 0.1 per cent from 135.9 to 136.0; the shelter component was unchanged but the household operation component was higher. In shelter, a fractional increase in the home-ownership index was not sufficient to move the index and the rent index was unchanged. Higher prices for furniture, floor coverings and household supplies moved the household operation index.

The clothing index rose 0.7 per cent from 114.8 to 115.6, reflecting higher prices for men's, women's and children's wear, and footwear. Lower prices were recorded for piece goods and clothing services.

The transportation index was unchanged at 139.6; a decline in the automobile operation component balanced a rise in the local transportation component. In automobile operation, lower prices for gasoline, batteries, tires and mufflers offset higher prices for motor oil, lubricating, brake relining and repairs. Higher bus fares in one eastern Canadian city moved the local transportation index.

The health and personal care, recreation and reading, and tobacco and alcohol indexes remained at their February levels of 159.9, 148.6 and 118.0 respectively.

Group indexes in March 1962 were: food 124.4, housing 134.0, clothing 112.9, transportation 139.9, health and personal care 157.2, recreation and reading 146.7, and tobacco and alcohol 117.5.

* *See* Table F-1, page 352.

City Consumer Price Indexes, February 1963

Consumer price indexes (1949=100) rose between January and February in five of the ten regional cities, fell in three, and remained unchanged in two.*

Food indexes rose in six cities—increases ranged from 0.1 per cent in Edmonton-Calgary to 1.7 per cent in St. John's—were lower in two cities and unchanged in two. Three indexes for housing were higher, two lower, and five unchanged. In two cities the clothing indexes were up, in four they were down, and in four they were unchanged. Transportation indexes rose in six cities, fell in three, and remained unchanged in the other. The indexes for health and personal care were higher in five cities and lower in five. Recreation and reading indexes were unchanged in seven cities, two decreased and one increased. The indexes for tobacco and alcohol were higher in three cities but unchanged in the other seven.

Point changes in the regional indexes between January and February (percentage changes in parentheses) were: St. John's +0.7 (0.6%) to 119.0†; Vancouver +0.5 (0.4%) to 131.6; Saint John +0.3 (0.2%) to 132.7; Ottawa +0.3 (0.2%) to 133.2; Toronto +0.3 (0.2%) to 133.8; Winnipeg —0.2 (0.2%) to 129.8; Saskatoon-Regina —0.2 (0.2%) to 128.1; Edmonton-Calgary —0.1 (0.1%) to 127.4. Halifax and Montreal remained unchanged at 130.9 and 132.4 respectively.

Wholesale Price Index, February 1963

The general wholesale index (1935-39=100) eased down to 242.7 in February, 0.1 per cent lower than the January index of 242.9 but 2.4 per cent higher than the February 1962 index of 237.1. Decreases in two major groups outweighed increases in the other six groups.

Animal products group index was chiefly responsible for the downward movement of the general wholesale index in February, as it dropped 1.8 per cent to 256.2 from 260.9. A decline of 0.2 per cent to 253.2 from 253.6 occurred in the iron products group index.

* *See* Table F-2, page 352.

† On base June 1951=100.

Vegetable products group index advanced 0.8 per cent to 222.4 from 220.7, the textile products group index increased 0.4 per cent to 246.8 from 245.9, and the following four major group indexes advanced 0.1 per cent or less: wood products to 320.6 from 320.2; non-metallic minerals to 189.5 from 189.3; non-ferrous metals to 195.8 from 195.7; and chemical products to 189.3 from 189.2.

The index of Canadian farm product prices (1935-39=100) moved down 1.1 per cent, from 228.5 to 226.1, in the four-week period ended February 22. The animal products index declined 2.9 per cent but the field products index advanced 2.1 per cent.

The residential building materials price index (1935-39=100) edged up to 297.7 in February from 297.4 in January; on the 1949 base it rose to 130.6 from 130.4. The non-residential building materials price index (1949=100) moved up to 133.7 from 133.5.

U.S. Consumer Price Index, February 1963

The United States consumer price index (1957-59=100) rose by 0.1 per cent, from 106.0 in mid-January to 106.1 in mid-February, to equal the record high set in September 1962. The index had dropped to 105.8 in December but has been rising since. The increase in the month was attributed to rising prices for citrus fruits and fresh vegetables—the result of the crop loss caused by the severe winter—and for clothing.

The index one year earlier was 104.8, and the average for the year 1962 was 105.4.

British Index of Retail Prices, January 1963

The British index of retail prices (Jan. 16, 1962=100) rose from 102.3 to 102.7 between mid-December and mid-January. The rise during the month was due mainly to increases in prices of fresh vegetables, other than tomatoes; the food index rose about 1.5 per cent.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 174

Accident Prevention

1. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Plant Safety*. Washington, 1962. Pp. 13.

Examines the plant safety program, administration, rules, awards, promotion, and evaluation. Based on replies from 147 personnel and industrial relations executives.

2. CANADA. DEPARTMENT OF LABOUR. INDUSTRIAL RELATIONS BRANCH. LABOUR-MANAGEMENT CO-OPERATION SERVICE. *Let's discuss*. Ottawa, Queen's Printer, 1962. Pp. 24.

". . . Contains a representative collection of 'Let's Discuss' bulletins published by the Labour-Management Co-operation Service of the Department of Labour." Some of the topics discussed in this booklet are fire prevention, plant housekeeping, care of material and equipment, ideas and their use, safety, waste, absenteeism, plant safety, rumours, and labour-management co-operation.

3. PRESIDENT'S CONFERENCE ON OCCUPATIONAL SAFETY. 8TH, WASHINGTON, D.C., 1962. *Proceedings, March 6-8, 1962*. Washington, U.S. Dept. of Labor, Bureau of Labor Standards, 1962. Pp. 323.

Some of the topics discussed at this Conference were: the role of the schools in advancing worker safety; research in safety and its application; safety in agriculture; safety in materials handling: transportation, railroads and stevedoring; construction safety; safeguarding the public employee; selling safety through associations in the trades and services industries; and, off-the-job safety.

4. U.S. BUREAU OF LABOR STANDARDS. *Mechanics for the Safety Man*. Washington, GPO, 1962. Pp. 21.

Intended to help the safety man understand some of the laws and principles of mechanics and to use them in solving problems in industrial safety.

Discrimination in Employment

5. CONFERENCE OF COMMUNITY LEADERS ON EQUAL EMPLOYMENT OPPORTUNITY, WASHINGTON, D.C., 1962. *The American Dream—Equal Opportunity; Report on the Community Leaders' Conference sponsored by President's Committee on Equal Employment Opportunity, Washington, D.C., May 19, 1962*. Washington, GPO, 1962. Pp. 56.

Representative community leaders were invited to this conference to hear a progress report on the activities of the President's Committee on Equal Employment Opportunities and to offer suggestions on how schools and communities can improve job opportunities for young people.

6. U.S. Bureau of Labor Statistics. *Antidiscrimination Provisions in Major Contracts, 1961* Washington, GPO, 1962. Pp. 17.

Describes the prevalence and characteristics of antidiscrimination provisions in major collective bargaining agreements in effect in 1961. Also contains illustrative antidiscrimination clauses from selected union constitutions.

Economic Conditions

7. Bowie, Robert Richardson. *The European Economic Community and the United States* [by Robert R. Bowie and Theodore Geiger] Subcommittee on Foreign Economic Policy of the Joint Economic Committee, Congress of the United States. Washington, GPO, 1961. Pp. 60.

At head of title: 87th Cong., 1st sess. Joint committee print.

This report attempts "to analyze the implications of European integration and the Common Market for U.S. policy."

8. Ginsburg, Norton Sydney. *Atlas of Economic Development. With a Foreword by Bert F. Hoselitz, and Pt. 8, a Statistical Analysis by Brian J. L. Berry.* Chicago, University of Chicago Press, 1961. Pp. 119.

Contains 48 maps, with accompanying text and tables, which show 140 countries. "These maps present the geographic distributions of factors which can be measured quantitatively, such as gross national product, exports and imports; factors which are non-monetary, such as yields of agricultural products and consumption of steel; demographic factors, such as population density and distribution in rural and urban areas." In conclusion there is a chapter, "Basic Patterns of Economic Development."

9. Michigan. University. Survey Research Center. *Income and Welfare in the United States; a Study* [by] James N. Morgan [and others] New York, McGraw-Hill [c1962] Pp. 531.

Presents the results of a national research program carried on by the Survey Research Center of the University of Michigan's Institute for Social Research. This is a study of the factors that determine family income.

10. United Nations. Secretary-General, 1961- (Thant). *The Capital Development Needs of the Less Developed Countries; Report.* New York, Dept. of Economic and Social Affairs, United Nations, 1962. Pp. 53.

Reviews "the available estimates of the external capital needs of the less developed countries in the light of data on the recent flow of such capital and the activities of existing institutions in fulfilling these needs."

Education, Vocational

11. Canada. Department of Labour. *An Analysis of Residential Oil Burner Installation and Servicing.* Prepared by a National Committee appointed by the Department of Labour. Ottawa, Queen's Printer, 1962. Pp. 60.

Contains a breakdown of operations involved in residential oil burner installation and servicing and an outline of knowledge required for each operation.

12. Canada. Department of Labour. *An Analysis of the Lineman Trade, Electrical Power Utility.* Prepared by a National Committee appointed by the Department of Labour. Ottawa, Queen's Printer, 1962. Pp. 176.

Describes the operations involved in the lineman trade, with an outline of knowledge required for each operation.

13. U.S. Office of Education. Division of Vocational Education. *The Preparation of Teachers; a Survey of Supervised Teaching Programs in 1957-58,* by George L. O'Kelley. Washington, GPO, 1961. Pp. 75.

Employees—Training

14. British Institute of Management. *Management Training Techniques; Proceedings of a Conference held at . . . London . . . 8 June 1961.* London, 1962. Pp. 68.

Chairman: C. G. Simpson, Director-General of Staff, National Coal Board.

This conference was organized by the Management Development Sub-Committee of the British Institute of Management. Four techniques in management training which were discussed were (1) case studies and projects, (2) business games, (3) role-playing, and (4) group dynamics.

15. Bureau of National Affairs, Washington, D.C. *Training Rank-and-File Employees.* Washington, 1962. Pp. 13.

Based on information received from 114 personnel and industrial relations executives. Contents: Introduction. Extent of Training. Organization of Training Programs. Training Methods. Training Aids. Retraining Programs. Evaluation & Benefits.

Employees' Benefit Plans

16. National Industrial Conference Board. *Employee Savings Plans in the United States,* by Harland Fox and Mitchell Meyer. New York, 1962. Pp. 100.

"In an employee savings plan a participant voluntarily contributes some percentage of his salary and the company matches all or part of these savings. All contributions are put into a qualified trust and invested (in most cases in company stock) for deferred distribution." This study is based on 97 employee savings plans in 94 companies.

17. U.S. Bureau of Labor Statistics. *Pension Plans under Collective Bargaining; Benefits for Survivors, Winter 1960-61.* Washington, GPO, 1962. Pp. 26.

". . . Analyzes the principal forms of survivor protection, including death benefits, the return of worker contributions, and survivor options, in 300 selected pension plans under collective bargaining."

Industrial Relations

18. ASIAN REGIONAL SEMINAR ON THE PREVENTION AND SETTLEMENT OF INDUSTRIAL DISPUTES, KUALA LUMPUR, 1961. *Prevention and Settlement of Industrial Disputes in Asia. Documents submitted to and Report of an Asian Regional Seminar (Kuala Lumpur, 7-19 December 1961).* Geneva, International Labour Office, 1962. Pp. 266.

The following topics were discussed at this Seminar: 1. Types of Industrial Disputes. 2. Direct Negotiations or Arrangements between the Parties. 3. Voluntary and Compulsory Conciliation. 4. Conciliation by Individuals. 5. Conciliation Boards or Committees. 6. The Initial Stage of Conciliation Process: the Role of the Conciliation Officer. 7. Possible Alternatives in Case of Failure of Conciliator's Efforts. 8. Other Methods of settling Disputes. 9. Handling of Strike or Lockout Situations by Government Industrial Relations Services. 10. Promotion of Good Labour-Management Relations through Special Government Services and Activities.

Includes a contribution by a Canadian expert-consultant: *"The System of Prevention and Settlement of Industrial Disputes in Canada,"* by Bernard Wilson, Director, Industrial Relations Branch, Federal Department of Labour.

19. ONTARIO. ROYAL COMMISSION ON LABOUR-MANAGEMENT RELATIONS IN THE CONSTRUCTION INDUSTRY. *Report.* Toronto, 1962. Pp. 79.

H. Carl Goldenberg, Commissioner.

Recommendations are made regarding amendments to the Labour Relations Act of Ontario; minimum wages and maximum hours; protection of wages; vacations with pay; apprenticeship; year-round employment, etc.

Industry

20. GREAT BRITAIN. CENTRAL STATISTICAL OFFICE. *Standard Industrial Classification.* 2d ed. London, HMSO, 1958. Pp. 34.

21. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Recent Changes in Manufacturing Capacity,* by Daniel Creamer. Assisted by Delos R. Smith. New York, 1962. Pp. [55].

Brings up to date some information in *Capital expansion and capacity in postwar manufacturing,* Studies in business economics, no. 72 (published by the NICB in 1961). Contents: Estimates in 1954 Prices. Changes in the Real Stock of Net Fixed Capital. Changes in Real Peak Output. Changes in the Net Fixed Capital-Output Ratio. Changes in the Gross Fixed Capital-Output Ratio. Changes in Capacity. Capacity Utilization. Some Comparisons with Other Measures.

International Labour Organization

The following three reports were prepared by the International Labour Office for the 7th Session of the ILO Metal Trades Committee.

22. INTERNATIONAL LABOUR ORGANIZATION. METAL TRADES COMMITTEE. *General Report.* Report 1. Geneva, 1962. Pp. 226.

Consists of three parts: 1. Action taken in the various countries in the light of conclusions adopted by the Committee at previous sessions; 2. Action taken by the ILO of concern to the metal trades; 3. Recent events and developments in the metal trades.

23. INTERNATIONAL LABOUR ORGANIZATION. METAL TRADES COMMITTEE. *The Acceleration of Technological Progress and its Influence on the Effective Utilisation of Manpower and the Improvement of Workers' Incomes.* Report 2. Geneva, 1962. Pp. 122.

Contents: Technological Progress in the Metal Trades. Impact of Change on the Worker. The Impact on Skills and on Training. The Displaced Worker. Impact on Workers' Income. Summing Up.

24. INTERNATIONAL LABOUR ORGANIZATION. METAL TRADES COMMITTEE. *Conditions of Work and Safety in Shipbuilding and Ship Repairing.* Report 3. Geneva, 1962, Pp. 145.

Labour Organization

25. CLEMENTS, RICHARD. *Glory without Power; a Study of Trade Unionism in Our Present Society.* London, A. Barker, 1959. Pp. 143.

A brief and sympathetic look at the British trade union movement today, with some suggestions for a future union policy with respect to unemployment, wage payments for workers presently in low-paid jobs, overtime, a paid three-week vacation for all workers, etc. The book lacks an index.

26. DAVISON, ROBERT BARRY. *Trade Unions, a Practical Approach.* London, Longmans, 1961, Pp. 73. Appendix: *Keys to the Jobs.* Pp. 28.

Intended as a simple texbook for trade-union members, covering such topics as note-taking, making speeches, running a meeting, committees and the work of secretaries and treasurers. The material is arranged in lessons, called "jobs", and each contains practical exercises for the reader to do.

27. INTERNATIONAL LABOUR OFFICE. *The Trade Union Situation in Burma; Report of a Mission from the International Labour Office.* Geneva, 1962. Pp. 74.

The Mission from the ILO made its survey in November 1961. One of the members of the Mission was Arthur H. Brown, Director of the ILO Branch Office in Ottawa and former Deputy Minister of the Federal Department of Labour. The report contains some information about Burma and about the trade union movement, its part in industrial relations and its place in the life of the country.

28. INTERNATIONAL LABOUR OFFICE. *The Trade Union Situation in the Federation of Malaya; Report of a Mission from the International Labour Office.* Geneva, 1962. Pp. 108.

The report briefly examines the trade union movement, labour legislation and industrial relations in Malaya.

29. National Association of Manufacturers of the United States of America. Research Department. *Economic Implications of Union Power.* Written by Lillian W. Kay. New York, 1962. Pp. 63.

This pamphlet "analyzes the impact of unions on real wages, money wages, productivity, employment and the distribution of the [U.S.] national income."

30. Princeton University. Industrial Relations Section. *America's Forgotten Labor Organization; a Survey of the Role of the Single-Firm Independent Union in American Industry,* by Arthur B. Shostak. Princeton, 1962. Pp. 141.

"The single-firm independent union confines its membership to the employees of a single employer and remains aloof from international unions and the AFL-CIO." This book looks at the characteristics of the independent union and tells something about the membership, its relationship with local and international unions, different types of independent unions such as blue-collar workers, white-collar workers and engineers, and finally examines the future of independent unions.

31. Roberts, Bryn. *At the T.U.C.: Motions, Speeches, Comments.* [No. 2]. Leicester [National Union of Public Employees? 1962] Pp. 137.

The author is General Secretary of the British trade union, National Union of Public Employees. In the second volume (the first covers the years 1934 to 1946) the author discusses his union's resolutions, and his speeches at the Trades Union Congress conventions from 1947 to 1960 and comments critically on the decisions made by the leadership of the T.U.C.

32. U.S. Congress. Senate. Committee on Government Operations. *James R. Hoffa and Continued Underworld Control of New York Teamster Local 239; Report.* Washington, GPO, 1962. Pp. 58.

The Permanent Subcommittee on Investigations of the U.S. Congressional Senate Committee on Government Operations conducted hearings in 1961 to examine allegations that criminal elements were in control of Teamsters' Local 239 in New York.

Labour Supply

33. Dymond, William Richard. *Manpower Implications of Technological Change. [Speech] to the Ontario Chapter of the International Association of Personnel in Employment Security, Toronto, September 14th, 1962.* [Ottawa, Dept. of Labour, 1962] Pp. 24.

34. International Labour Office. *The World Employment Situation.* Geneva, 1958. Pp. 99.

This paper was circulated for the information of delegates to the 42nd Session of the International Labour Conference, Geneva, 1958.

35. U.S. Bureau of Labor Statistics. *Interim Revised Projections of U.S. Labor Force, 1965-75,* by Sophia Cooper. Washington, GPO, 1962. Pp. 11.

". . . presents the results of the first stage of a comprehensive revision of . . . BLS Bulletin 1242, *Population and labor force projections for the United States, 1960 to 1975.*"

36. U.S. Bureau of Labor Statistics. *Labor Requirements for Federal Office Building Construction.* Washington, GPO, 1962. Pp. 43.

Presents the results of a survey to determine how many jobs are provided in the construction of government buildings in the U.S.

Labouring Classes

37. Illinois. University. Institute of Labor and Industrial Relations. *Preparing Workers for Retirement,* by Walter H. Franke. Urbana, 1962. Pp. 75.

Contents: Introduction. Types of Company Programs. What are the Essential Requirements? What are the Benefits to the Company? Evaluation of Retirement-Preparation Programs. What Others are doing. Future Developments in Retirement-Preparation Programs.

38. International Labour Conference. 45th, Geneva, 1961. *International Labour Convention No. 116 concerning the Partial Revision of the Conventions adopted by the General Conference of the International Labour Organisation at its First Thirty-two Sessions for the Purpose of standardising the Provisions regarding the Preparation of Reports by the Governing Body of the International Labour Office on the Working of Conventions adopted by the Conference at its Forty-fifth Session, Geneva, June 26, 1961.* London, HMSO, 1962. Pp. [8]. English and French text.

39. International Labour Office. *Report of the Director-General [to the] Fifth Asian Regional Conference. Some Labour and Social Aspects of Economic Development.* First item on the agenda. Geneva, 1962. Pp. 156.

At head of title: Report 1. International Labour Organization. Fifth Asian Regional Conference, Melbourne, 1962.

40. International Labour Office. *Report to the Government of Greece on Labour Statistics (Employment, Wages and Hours of Work).* Geneva, 1961. Pp. 34.

At head of title: Expanded programme of technical assistance.

41. International Labour Office. *Report to the Government of Indonesia on Labour Statistics (Family Living Surveys, Labour Force Surveys, Wage Surveys and Consumer Price Indices).* Geneva, 1962. Pp. 92.

At head of title: Expanded programme of technical assistance.

42. International Labour Office. *Termination of Employment at the Initiative of the Employer.* Fifth item on the agenda. Geneva, 1962. Pp. 39.

At head of title: Report 5 (1). International Labour Conference. 47th session, 1963.

Contains the text of a proposed Recommendation based on the conclusions adopted at the 46th International Labour Conference as well as the proceedings of the 46th Session dealing with dismissal and layoff of employees.

Universities and Colleges

43. Sheffield, Edward Fletcher. *University Costs and Sources of Support,* by Edward F. Sheffield and Claire N. ApSimon. Ottawa, Canadian Universities Foundation, 1962. Pp. 35.

44. U.S. Office of Education. *Economics of Higher Education.* Edited by Selma J. Mushkin. Washington, GPO, 1962. Pp. 406.

Partial Contents: College and University Enrollment: Projections. The Need for Professional Personnel. National Requirements for Scientists and Engineers. Education and Economic Growth. Income and Education: Does Education pay off? Who should pay for American Higher Education? The Federal Government Role in Higher Education. A Proposal for Student Loans. Financing Higher Education in the United States and in Great Britain.

Wages and Hours

45. International Federation of Industrial Organizations and General Workers' Unions. *Report on Wages and Conditions of Employment in the Pottery Industry of Some Countries.* March 1961. Amsterdam, 1961. Pp. 28.

46. Rucker, Allen Willis. *Gearing Wages to Productivity from the Economic Theory to Practical Business Use.* Cambridge, Mass., Eddy-Rucker-Nickels, c1962. Pp. 52.

Partial Contents: Gearing Wages to Productivity—What do the Economists mean? Business has no Physical Measure of its Plant-wide Productivity. The New Measure of Productivity. Economic Productivity—Its Practical Application. Sharing the Fruits of Higher Productivity. Pricing and Price Indexes for a Firm's Products. Capital Productivity and New Capital Investment.

47. U.S. Bureau of Labor Statistics. *National Survey of Professional, Administrative, Technical, and Clerical Pay, Winter 1961-62: Accountants and Auditors, Attorneys, Personnel Management, Engineers and Chemists, Engineering Technicians, Draftsmen, Office Clerical.* Washington, GPO, 1962. Pp. 57.

48. U.S. Bureau of Labor Statistics. *Salary Trends: Firemen and Policemen, 1924-61.* Washington, GPO, 1962. Pp. 26.

Women

49. Angel, Juvenal Londono. *Careers for Women in the Legal Profession.* New Work, World Trade Academy Press, c1961. Pp. 30.

Describes "the profession, nature of the work, historical background, training required, qualifications needed, opportunities, where women work in the legal profession, advantages, disadvantages, scholarships, fellowships, and other financial aid available, etc."

50. U.S. Women's Bureau. *Economic Indicators relating to Equal Pay, 1962.* Washington, GPO, 1962. Pp. 19.

A brief look at pay inequities and where they exist.

Workmen's Compensation

51. Canada. Department of Labour. Government Employees' Compensation Branch. *Tenth Annual Statistical Report of Claims for Work Injuries of Federal Public Service Employees for the Fiscal Year ending March 31, 1962.* Ottawa, Queen's Printer, 1962. Pp. 12.

52. U.S. Bureau of Labor Standards. *Medical Care under Workmen's Compensation,* by Earl F. Cheit. Washington, GPO, 1962. Pp. 113.

An analysis of the medical care provisions of U.S. workmen's compensation laws and the methods of administering these provisions.

Miscellaneous

53. Callaghan, James. *Whitleyism; a Study of Joint Consultation in the Civil Service.* London, Fabian Publications, 1953. Pp. 40.

A brief examination of the British National Whitley Council and Departmental Whitley Councils whose memberships are made up equally of senior civil servants and of others who have been appointed by trade unions and staff associations.

54. Canadian Life Insurance Officers Association. *Old Age Security, Some Questions and Answers.* Toronto, 1962. Pp. 24.

Contains questions and answers on the following topics: Canada's Present Government Program for the Aged. United States Program for the Aged. New Programs for the Aged in Canada. Cost of Present and Proposed Programs for the Aged. Programs for Survivors and the Disabled.

55. Editorial Research Reports. *Approach to Thinking Machines,* by Richard L. Worsnop. Washington, 1962. Pp. 539-554.

Electronic computors store easily retrievable information in their "memories," speed up the accumulation of knowledge, and solve difficult problems quickly. This pamphlet provides a brief history of computers, describes different types, shows how they are used in business and government, and tells how they affect employment.

56. Editorial Research Reports. *Population Control,* by Jeanne Kuebler. Washington, 1962. Pp. 597-613.

After an examination of the population explosion in the world, there is an account of some of the measures advocated to control the population increase.

57. Finn, James D. *Teaching Machines and Programed Learning, 1962: a Survey of the Industry,* by James D. Finn and Donald G. Perrin. A Report prepared for the

Technological Development Project of the National Education Association of the United States. Washington, 1962. Pp. 85.

This study seeks to: "(1) locate as many as possible of the companies and organizations in the United States preparing programs and manufacturing teaching machines for commercial distribution; (2) obtain accurate descriptions insofar as possible of the types, variety and capabilites of equipment being manufactured and the type and content of programs being prepared; (3) ascertain short-term trends in plans, design and development for both equipment and materials; and (4) analyze these data for comparative information."

58. GUY, K. *Laboratory Organization and Administration.* London, Macmillan, 1962. Pp. 386.

59. INTERNATIONAL SOCIETY FOR REHABILITATION OF THE DISABLED. *The Physically Disabled and Their Environment; ISRD Conferences, Stockholm, Oct. 12-18, 1961; Report of Proceedings.* New York, 1962. Pp. 208.

60. ROYAL BANK OF CANADA. *The Communication of Ideas.* Rev. ed. Montreal, 1961. 1v. (unpaged).

Contents: On saying what you mean. On writing a Letter. Writing a report. Writing an Article. On writing briefly. On writing clearly. About Style in writing. Imaginatiou helps Communication. On preparing a Speech. On conducting a Meeting. The Right Word. On Straight Thinking. On Criticism.

Labour Conditions in Government Contracts

(Continued from page 329)

Modern Building Cleaning Service of Canada Ltd, cleaning interior of new post office bldg. *Waskesiu Sask:* Shoquist Construction Ltd, construction of post office bldg. *White Rock B C:* Evans, Coleman & Evans Ltd, harbour improvements (breakwater repairs). *Hay River N W T:* Silisky Construction Ltd, construction of Health Centre for Dept of National Health & Welfare.

In addition, this Department awarded 32 contracts containing the General Fair Wages Clause.

The St. Lawrence Seaway Authority

St Catharines Ont: The Canadian Fairbanks-Morse Co Ltd, supply & installation of unwatering pumps at lower end of Lock 4, Welland Canal; R E Law Crushed Stone Ltd, channel improvement & slope stabilization—north of Bridge 15—west bank—Welland Canal; Bridge & Tank Co of Canada Ltd, repairs & replacement of structural members of floor system, Bridge No 19, Welland Canal; Aiken & MacLachlan Ltd, construction of galleries for additional mooring facilities, Locks 4 & 5, Welland Canal. *Sault Ste Marie Ont:* Great Lakes Machine & Metal Fabricators Ltd, rehabilitation of lock gate machinery, Sault Ste Marie Canal; Soo Foundry & Machine Co Ltd, modification of head frames on valve machinery, Sault Ste Marie Canal.

Department of Transport

Dorval Que: J R Bourdages Construction Ltd, construction of landscaping maintenance bldg, Montreal International Airport; The Foundation Co of Canada Ltd, installation of window washing equipment for Air Terminal Bldg, Montreal International Airport. *Nisku Alta:* Urban Young, installation of power feeder cable from Services Bldg to regulator structure, Edmonton International Airport.

In addition, this Department awarded two contracts containing the General Fair Wages Clause.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED MARCH 23, 1963

(Estimates in thousands)

Source: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force	6,512	580	1,829	2,390	1,111	602
Men	4,751	440	1,346	1,711	816	438
Women	1,761	140	483	679	295	164
14—19 years	559	61	180	178	97	43
20—24 years	823	88	276	262	134	63
25—44 years	2,965	245	840	1,108	494	278
45—64 years	1,964	169	485	761	348	201
65 years and over	201	17	48	81	38	17
Employed	5,963	491	1,628	2,252	1,041	551
Men	4,266	356	1,166	1,593	755	396
Women	1,697	135	462	659	286	155
Agriculture	556	29	104	159	252	12
Non-agriculture	5,407	462	1,524	2,093	789	539
Paid Workers	4,916	416	1,380	1,927	717	476
Men	3,370	292	950	1,320	471	337
Women	1,546	124	430	607	246	139
Unemployed	549	89	201	138	70	51
Men	485	84	180	118	61	42
Women	64	*	21	20	*	*
Persons not in the Labour Force	5,876	674	1,731	1,929	1,000	542
Men	1,403	185	409	417	252	140
Women	4,473	489	1,322	1,512	748	402

* Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED MARCH 23, 1963

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14–19 years all persons	20–64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over [1]	12,388	1,880	3,575	992	3,692	916	1,333
Labour force	6,512	559	3,436	842	844	630	201
Employed	5,963	476	3,162	705	820	611	189
Unemployed	549	83	274	137	24	19	12
Not in labour force	5,876	1,321	139	150	2,848	286	1,132
Participation rate [2]							
1963, March 23	52.6	29.7	96.1	84.9	22.9	68.8	15.1
Feb. 16	52.5	30.3	96.0	84.7	22.5	69.2	14.9
Unemployment rate [3]							
1963, March 23	8.4	14.8	8.0	16.3	2.8	3.0	6.0
Feb. 16	8.4	15.4	7.6	16.2	3.0	3.8	6.1

[1] Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

[2] The labour force as a percentage of the population 14 years of age and over.

[3] The unemployed as a percentage of the labour force.

TABLE A-3—UNEMPLOYED, WEEK ENDED MARCH 23, 1963

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	March 1963	Feb. 1963	March 1962
Total unemployed	549	545	560
On temporary layoff up to 30 days	38	33	32
Without work and seeking work	511	512	528
Seeking full-time work	494	495	508
Seeking part-time work	17	17	20
Seeking under 1 month	92	82	86
Seeking 1—3 months	190	256	200
Seeking 4—6 months	161	118	163
Seeking more than 6 months	68	56	79

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME

(This table is undergoing revision. A revised Table B-1 will be published in the next issue.)

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at January 1963 employers in the principal non-agricultural industries reported a total employment of 2,815,221. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite[1]			Manufacturing		
	Index Numbers (1949–100)		Average Weekly Wages and Salaries	Index Numbers (1949–100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
Averages						
1957	122.6	158.1	67.93	115.8	159.1	69.94
1958	117.9	163.9	70.43	109.8	165.3	72.67
1959	119.7	171.0	73.47	111.1	172.5	75.84
1960	118.7	176.5	75.83	109.5	177.8	78.19
1961	118.1	181.8	78.11	108.9	183.6	80.73
1962—						
January	115.2	184.5	79.27	108.5	187.1	82.28
February	114.7	186.7	80.21	108.9	188.2	82.74
March	115.2	187.2	80.41	109.6	189.3	83.23
April	116.7	186.7	80.21	110.4	189.0	83.11
May	121.3	188.1	80.79	113.7	190.4	83.72
June	125.0	188.7	81.05	116.4	190.4	83.72
July	125.8	188.3	80.90	115.5	189.1	83.13
August	127.0	188.1	80.80	117.6	187.9	82.62
September	126.5	189.5	81.40	117.6	190.8	83.91
October	125.4	189.9	81.57	115.9	191.8	84.34
November	124.3	189.8	81.53	114.7	192.3	84.55
December*	120.2	182.6	78.45	110.9	183.6	80.71
1963—						
January†	117.8	190.6	81.87	111.6	193.3	85.01

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Jan. 1963	Dec. 1962	Jan. 1962	Jan. 1963	Dec. 1962	Jan. 1962
				$	$	$
Provinces						
Newfoundland	119.6	122.6	122.7	73.40	72.05	72.69
Prince Edward Island	106.2	117.6	109.3	62.03	58.60	59.20
Nova Scotia	90.2	93.4	89.0	68.46	62.66	65.13
New Brunswick	100.0	101.9	101.9	67.74	65.39	65.23
Quebec	117.4	120.2	115.7	79.25	76.00	76.84
Ontario	121.1	123.0	117.7	85.15	81.07	82.23
Manitoba	106.1	108.0	105.1	75.42	74.31	73.87
Saskatchewan	113.8	120.8	112.4	77.46	76.69	75.11
Alberta (including Northwest Territories)	152.2	156.0	148.8	83.03	80.61	80.68
British Columbia (including Yukon)	111.6	113.2	106.9	88.40	85.25	86.22
Canada	**117.8**	**120.2**	**115.2**	**81.87**	**78.45**	**79.28**
Urban areas						
St. John's	140.0	142.3	124.3	61.05	58.08	58.64
Sydney	78.6	78.7	66.4	82.78	69.98	75.89
Halifax	125.4	129.7	125.8	69.77	65.49	67.07
Moncton	98.9	105.3	103.3	63.22	61.48	60.50
Saint John	116.0	114.7	112.7	68.18	63.61	63.77
Chicoutimi—Jonquiere	104.1	105.4	100.2	99.73	100.83	97.29
Quebec	117.3	120.1	111.0	70.87	65.37	67.50
Sherbrooke	109.5	110.0	104.9	69.95	64.34	66.34
Shawinigan	80.7	82.0	98.8	88.99	83.84	87.50
Three Rivers	110.7	112.2	106.9	73.71	70.46	73.37
Drummondville	82.1	83.0	80.5	67.58	64.95	63.78
Montreal	123.8	125.2	122.5	81.04	77.66	78.53
Ottawa—Hull	129.7	133.2	127.8	76.05	73.10	73.96
Kingston	115.0	116.9	110.6	80.24	77.05	77.82
Peterborough	93.8	96.2	90.9	91.37	86.75	88.44
Oshawa	197.6	197.2	178.0	105.57	93.66	92.58
Toronto	136.5	138.8	132.1	85.50	81.41	82.68
Hamilton	113.0	114.5	107.8	90.62	85.80	88.59
St. Catharines	110.0	109.0	107.2	96.05	86.61	90.78
Niagara Falls	93.4	95.0	91.2	85.30	83.01	84.61
Brantford	85.1	86.3	81.1	78.57	74.57	73.60
Guelph	126.2	126.7	117.8	74.91	70.83	74.06
Galt	116.8	116.9	107.6	75.34	67.19	71.98
Kitchener	133.5	133.6	123.0	76.73	72.25	74.44
Sudbury	125.4	128.3	143.3	92.34	94.87	91.87
Timmins	86.6	88.3	87.4	75.23	73.03	73.99
London	135.1	134.2	131.3	76.96	73.73	74.89
Sarnia	125.6	126.9	122.9	107.05	102.62	103.84
Windsor	73.4	73.9	71.0	90.93	87.39	88.75
Sault Ste. Marie	137.0	139.3	133.7	105.39	101.44	99.18
Fort William—Port Arthur	98.1	103.1	96.1	78.99	80.02	79.84
Winnipeg	108.2	109.6	105.8	72.34	70.98	70.91
Regina	132.2	141.2	128.9	76.67	75.79	74.71
Saskatoon	128.1	133.3	128.2	71.43	71.21	70.69
Edmonton	194.9	200.7	187.7	77.39	74.21	75.50
Calgary	171.8	175.9	170.9	80.12	79.28	78.43
Vancouver	112.0	114.3	107.1	87.17	84.71	84.68
Victoria	115.1	119.3	108.8	81.57	79.04	78.62

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in Employment and Payrolls

Industry	Employment			Average Weekly Wages and Salaries		
	Jan. 1963	Dec. 1962	Jan. 1962	Jan. 1963	Dec. 1962	Jan. 1962
				$	$	$
Mining	**113.0**	**112.5**	**114.0**	**102.22**	**96.17**	**99.27**
Metal mining	126.4	125.1	129.7	101.47	97.52	99.88
Gold	66.8	66.5	68.4	83.84	79.98	82.34
Other metal	181.8	179.5	186.6	107.49	103.56	105.85
Fuels	87.6	87.1	86.0	109.88	98.95	102.99
Coal	39.9	39.7	36.4	82.96	60.75	76.48
Oil and natural gas	282.3	280.9	298.5	125.43	121.04	116.85
Non-metal	127.0	130.5	125.2	90.15	84.87	89.01
Manufacturing	**111.6**	**110.9**	**108.5**	**86.01**	**80.71**	**82.29**
Durable goods	117.1	116.3	111.4	91.71	86.32	88.45
Non-durable goods	107.0	106.3	106.0	78.86	75.57	76.86
Food and beverages	105.1	106.6	104.9	75.25	73.08	73.20
Meat products	128.4	130.4	128.9	82.95	81.12	81.77
Canned and preserved fruits and vegetables	83.5	81.4	81.1	67.22	61.94	67.19
Grain mill products	95.4	93.3	98.8	82.51	79.14	78.62
Bread and other bakery products	108.9	112.2	108.6	69.91	70.45	67.75
Distilled and malt liquors	88.2	92.4	91.8	104.69	104.62	99.46
Tobacco and tobacco products	109.5	92.4	116.2	75.04	77.58	71.65
Rubber products	108.0	107.1	100.3	88.61	83.56	85.26
Leather products	90.0	87.2	89.9	58.53	50.36	57.01
Boots and shoes (except rubber)	97.3	93.6	97.4	56.77	46.64	54.81
Other leather products	76.8	75.7	76.2	62.56	58 68	62.07
Textile products (except clothing)	82.2	82.1	80.4	67.84	62.40	66.11
Cotton yarn and broad woven goods	72.9	73.3	74.9	63.08	57.72	63.48
Woollen goods	62.1	62.5	60.9	63.08	57.18	62.46
Synthetic textiles and silk	93.6	93.9	86.4	74.96	72.06	71.90
Clothing (textile and fur)	93.2	88.3	91.4	53.33	45.52	51.72
Men's clothing	98.0	93.7	94.2	51.98	44.52	50.66
Women's clothing	102.1	93.3	101.6	55.02	44.86	53.70
Knit goods	71.6	68.5	72.9	53.03	45.81	51.83
Wood products	104.3	103.0	100.6	72.54	67.93	70.25
Saw and planing mills	105.8	103.5	101.5	74.49	70.87	72.24
Furniture	115.7	116.0	110.9	70.66	63.91	68.07
Other wood products	74.7	74.6	75.6	64.29	59.60	63.24
Paper products	122.2	125.2	120.4	97.56	96.36	96.46
Pulp and paper mills	122.1	125.7	120.0	105.01	106.32	104.86
Other paper products	122.7	124.1	121.2	79.78	72.18	76.86
Printing, publishing and allied industries	124.3	124.2	124.6	91.81	88.09	88.84
Iron and steel products	110.6	109.4	102.4	96.45	89.68	93.33
Agricultural implements	69.7	68.5	62.6	105.22	89.50	96.29
Fabricated and structural steel	146.8	150.4	144.5	96.00	90.23	93.66
Hardware and tools	110.8	111.1	102.8	85.55	78.58	82.13
Heating and cooking appliances	104.3	101.1	97.4	83.38	78.47	79.00
Iron castings	95.6	92.8	90.0	91.18	82.36	89.39
Machinery, industrial machinery	131.3	129.5	118.2	91.98	86.35	89.69
Primary iron and steel	124.0	123.3	114.5	111.33	107.70	107.95
Sheet metal products	111.6	108.8	102.5	92.61	83.69	90.59
Wire and wire products	112.0	112.3	109.4	96.20	89.34	93.06
Transportation equipment	114.5	113.0	109.6	99.72	92.11	93.30
Aircraft and parts	231.1	231.9	265.9	100.38	94.37	96.87
Motor vehicles	121.4	120.2	109.2	118.20	107.30	103.98
Motor vehicle parts and accessories	125.3	122.1	106.4	98.26	85.27	92.88
Railroad and rolling stock equipment	54.0	55.3	55.5	85.58	87.78	83.08
Shipbuilding and repairing	150.2	141.5	131.5	88.36	79.72	84.63
Non-ferrous metal products	121.0	121.1	122.1	95.73	96.09	93.71
Aluminum products	133.5	136.4	128.9	92.80	86.87	91.54
Brass and copper products	102.6	102.2	101.9	91.90	86.74	89.33
Smelting and refining	132.0	132.2	137.9	105.09	110.69	102.34
Electrical apparatus and supplies	150.7	150.1	140.7	90.44	86.21	89.73
Heavy electrical machinery	113.4	113.6	102.0	97.65	91.75	96.26
Telecommunication equipment	275.9	273.4	254.8	87.05	83 87	88.14
Non-metallic mineral products	138.2	142.6	134.3	88.92	85.03	86.24
Clay products	80.7	84.5	79.8	82.32	78.65	79.00
Glass and glass products	165.7	169.5	158.4	87.91	85.55	84.49
Products of petroleum and coal	135.6	135.6	137.3	124.38	125.90	120.18
Petroleum refining and products	138.5	138.4	141.0	125.01	126.37	120.78
Chemical products	128.1	127.8	131.1	100.83	99.75	97.34
Medicinal and pharmaceutical preparations	122.1	121.8	122.2	88.44	86.43	84.95
Acids, alkalis and salts	144.1	143.1	154.2	113.86	114.65	109.44
Other chemical products	126.1	125.8	128.3	100.41	99.10	97.01
Miscellaneous manufacturing industries	143.9	144.1	138.8	75.04	70.83	73.15
Construction	**103.5**	**108.7**	**102.0**	**87.71**	**77.09**	**84.17**
Building and general engineering	103.2	105.8	102.1	93.81	78.59	90.64
Highways, bridges and streets	104.0	113.4	101.9	77.73	74.78	73.30
Electric and motor transportation	138.5	139.4	135.2	85.94	84.16	83.53
Service	**152.5**	**153.2**	**147.7**	**58.41**	**57.81**	**56.66**
Hotels and restaurants	130.2	131.4	126.0	44.41	43.95	43.02
Laundries and dry cleaning plants	131.1	131.9	124.2	50.70	49.00	48.76
Industrial composite	**117.8**	**120.2**	**115.2**	**81.87**	**78.45**	**79.28**

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TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCES

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	January 1963	December 1962	January 1962	January 1963	December 1962	January 1962
				$	$	$
Newfoundland	37.9	36.6	39.7	1.79	2.06	1.74
Nova Scotia	40.0	37.2	40.4	1.69	1.68	1.62
New Brunswick	40.9	37.4	40.6	1.64	1.72	1.65
Quebec	41.5	37.3	41.8	1.71	1.74	1.67
Ontario	40.8	37.6	40.5	2.03	2.02	1.95
Manitoba	39.5	37.8	39.4	1.77	1.81	1.74
Saskatchewan	37.6	38.1	38.4	2.05	2.04	2.00
Alberta (includes Northwest Territories)	39.3	38.6	39.4	2.00	2.04	1.98
British Columbia (includes Yukon Territory)	37.6	35.7	37.5	2.34	2.35	2.26

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		$	$		
Monthly Average 1958	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962	40.7	1.88	76.55	183.4	140.1
Last Pay Period in:					
1962 January	40.6	1.86	75.47	180.8	139.3
February	40.8	1.86	75.99	182.1	140.4
March	41.0	1.87	76.68	183.7	141.0
April	40.6	1.89	76.50	183.3	140.9
May	41.0	1.89	77.51	185.7	142.3
June	41.1	1.88	77.52	185.7	141.8
July	41.0	1.87	76.72	183.8	139.9
August	41.0	1.86	76.17	182.5	139.3
September	41.4	1.88	77.61	185.9	141.4
October	41.3	1.89	77.96	186.8	141.6
November	41.2	1.90	78.09	187.1	141.8
December*	37.3	1.94	72.34	173.3	131.3
1963 January†	40.7	1.92	78.21	187.4	141.9

NOTE:—The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

* Revised.

† Preliminary.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly Rated Wage-Earners)

SOURCE: *Man Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Jan. 1963	Dec. 1962	Jan. 1962	Jan. 1963	Dec. 1962	Jan. 1962	Jan. 1963	Dec. 1962	Jan. 1962
				$	$	$	$	$	$
Mining	**42.6**	**38.8**	**42.8**	**2.21**	**2.24**	**2.15**	**94.21**	**86.85**	**92.19**
Metal mining	42.5	39.8	43.0	2.26	2.29	2.20	95.87	91.15	94.53
Gold	43.8	40.8	43.8	1.77	1.80	1.75	77.61	73.36	76.57
Other metal	42.0	39.5	42.7	2.44	2.48	2.37	102.66	97.81	101.10
Fuels	44.1	35.7	42.7	2.14	2.22	2.10	94.35	79.24	89.59
Coal	44.2	30.1	41.8	1.85	1.84	1.80	81.84	55.57	75.33
Oil and natural gas	44.1	43.0	43.7	2.52	2.57	2.40	111.21	110.57	105.12
Non-metal	41.3	38.4	42.1	2.09	2.03	2.01	86.28	78.10	84.51
Manufacturing	**40.7**	**37.3**	**40.6**	**1.92**	**1.94**	**1.86**	**78.21**	**72.34**	**75.46**
Durable goods	41.1	37.9	40.8	2.09	2.08	2.02	85.86	78.62	82.40
Non-durable goods	40.2	36.8	40.4	1.76	1.80	1.71	70.78	66.24	69.05
Food and beverages	39.8	37.5	39.9	1.71	1.71	1.66	67.97	64.19	66.19
Meat products	39.5	38.9	39.6	1.97	1.96	1.92	77.67	76.11	76.09
Canned and preserved fruits and vegetables	39.3	34.5	39.3	1.45	1.39	1.42	57.07	47.81	56.04
Grain mill products	40.5	38.0	41.3	1.84	1.82	1.79	74.44	68.99	73.84
Bread and other bakery products	40.9	40.8	40.8	1.58	1.57	1.51	64.42	64.27	61.40
Distilled liquors	40.2	40.1	40.0	2.28	2.24	2.14	91.68	89.89	85.46
Malt liquors	39.1	39.2	38.5	2.45	2.41	2.35	95.58	94.44	90.49
Tobacco and tobacco products	40.1	37.3	40.7	1.73	1.92	1.62	69.43	71.49	66.10
Rubber products	42.3	38.5	41.7	1.97	1.97	1.91	83.21	75.84	79.84
Leather products	41.2	34.0	41.9	1.31	1.31	1.26	53.93	44.50	52.74
Boots and shoes (except rubber)	41.3	32.9	41.8	1.26	1.25	1.21	52.09	40.93	50.59
Other leather products	41.0	36.7	42.1	1.42	1.43	1.37	58.23	52.63	57.83
Textile products (except clothing)	42.3	37.7	42.3	1.45	1.45	1.40	61.17	54.66	60.05
Cotton yarn and broad woven goods	40.0	35.6	41.8	1.46	1.47	1.43	58.53	52.15	59.60
Woollen goods	42.9	38.3	43.8	1.34	1.33	1.32	57.38	50.89	57.57
Synthetic textiles and silk	43.9	40.5	44.2	1.55	1.57	1.46	67.93	63.65	64.60
Clothing (textile and fur)	38.6	32.2	38.7	1.25	1.22	1.20	48.40	39.39	46.62
Men's clothing	38.8	32.0	38.8	1.24	1.22	1.20	48.08	38.96	46.49
Women's clothing	37.0	29.4	37.1	1.34	1.30	1.30	49.77	38.10	48.13
Knit goods	41.2	35.0	41.3	1.17	1.15	1.14	48.19	40.16	47.03
*Wood products	40.8	37.4	40.7	1.69	1.70	1.62	68.77	63.46	66.07
Saw and planing mills	39.8	37.2	39.9	1.81	1.82	1.73	71.86	67.62	69.05
Furniture	42.6	37.7	42.1	1.53	1.52	1.48	65.21	57.51	62.45
Other wood products	42.4	38.3	42.4	1.37	1.38	1.36	58.28	52.98	57.57
Paper products	40.4	38.7	40.8	2.26	2.32	2.21	91.12	89.75	90.34
Pulp and paper mills	40.3	39.8	41.1	2.44	2.51	2.40	98.39	99.84	98.36
Other paper products	40.7	36.0	40.3	1.76	1.74	1.72	71.78	62.51	69.19
Printing, publishing and allied industries	38.3	36.5	38.7	2.36	2.32	2.27	90.50	84.75	87.63
*Iron and steel products	41.2	37.6	40.8	2.22	2.19	2.16	91.48	82.47	88.07
Agricultural implements	41.8	34.7	39.7	2.36	2.25	2.22	98.47	77.91	88.22
Fabricated and structural steel	40.4	37.3	40.7	2.18	2.11	2.10	88.00	78.84	85.50
Hardware and tools	42.7	38.9	42.0	1.85	1.81	1.80	78.82	70.53	75.67
Heating and cooking appliances	40.2	36.1	39.4	1.88	1.84	1.82	75.60	66.38	71.75
Iron castings	41.5	36.8	41.7	2.11	2.07	2.05	87.44	76.26	85.50
Machinery, industrial	42.0	38.3	41.5	2.07	2.04	2.01	86.84	77.94	83.40
Primary iron and steel	40.4	39.1	40.0	2.63	2.63	2.57	106.48	102.77	103.08
Sheet metal products	41.0	36.3	40.9	2.11	2.05	2.09	86.62	74.52	85.43
Wire and wire products	41.7	37.6	41.3	2.18	2.18	2.11	90.97	81.91	87.12
*Transportation equipment	41.6	37.9	40.5	2.28	2.23	2.17	94.73	84.66	87.68
Aircraft and parts	41.4	38.0	41.9	2.20	2.17	2.14	90.94	82.28	89.56
Motor vehicles	44.3	39.2	40.7	2.56	2.50	2.37	113.56	97.83	96.43
Motor vehicle parts and accessories	42.1	36.0	40.9	2.22	2.16	2.14	93.64	77.56	87.56
Railroad and rolling stock equipment	39.2	40.5	39.0	2.13	2.12	2.08	83.57	85.77	81.00
Shipbuilding and repairing	39.7	35.1	39.6	2.19	2.17	2.09	86.96	76.25	82.93
*Non-ferrous metal products	40.7	39.5	40.6	2.18	2.28	2.14	88.87	90.04	87.14
Aluminum products	40.9	37.1	41.4	1.98	1.95	1.91	81.06	72.27	78.92
Brass and copper products	41.5	38.6	41.3	2.10	2.06	2.02	87.02	79.49	83.34
Smelting and refining	40.2	40.5	40.2	2.43	2.60	2.39	97.92	105.57	96.01
*Electrical apparatus and supplies	41.0	37.3	41.4	1.93	1.91	1.91	79.01	71.12	79.13
Heavy electrical machinery and equipment	41.2	37.7	40.9	2.15	2.12	2.12	88.67	79.80	86.71
Telecommunication equipment	40.6	36.6	41.7	1.72	1.72	1.77	69.93	63.02	73.75
Refrigerators, vacuum cleaners and appliances	40.7	38.6	40.3	2.00	2.01	1.95	81.35	77.60	78.43
Wire and cable	42.5	38.3	41.8	2.18	2.11	2.11	92.48	80.70	88.17
Miscellaneous electrical products	40.7	36.4	41.7	1.83	1.80	1.82	74.27	65.39	76.06
*Non-metallic mineral products	40.9	39.2	41.6	1.97	1.97	1.92	80.77	77.28	79.72
Clay products	41.8	40.8	41.7	1.80	1.76	1.72	75.33	71.83	71.69
Glass and glass products	41.2	40.0	41.1	1.98	1.97	1.91	81.65	78.93	78.56
Products of petroleum and coal	41.7	41.7	40.7	2.72	2.82	2.67	113.36	117.37	108.44
Petroleum refining and products	41.7	41.7	40.6	2.74	2.84	2.69	114.49	118.40	109.16
Chemical products	40.9	40.1	40.7	2.13	2.16	2.07	87.38	86.69	84.50
Medicinal and pharmaceutical preparations	39.8	38.8	39.9	1.67	1.64	1.61	66.24	63.65	64.16
Acids, alkalis and salts	41.3	40.1	41.4	2.45	2.57	2.37	101.13	102.90	98.20
Miscellaneous manufacturing industries	41.5	37.9	41.5	1.58	1.57	1.53	65.50	59.66	63.57
Professional and scientific equipment	40.9	38.5	40.8	1.91	1.90	1.84	77.93	73.07	75.19
Construction	**39.1**	**33.1**	**39.3**	**2.14**	**2.09**	**2.06**	**83.56**	**69.25**	**80.88**
Building and general engineering	38.6	30.7	39.1	2.32	2.30	2.23	89.64	70.60	87.35
Highways, bridges and streets	40.1	37.3	39.5	1.79	1.79	1.72	71.63	66.80	68.14
Electric and motor transportation	**43.1**	**42.1**	**42.8**	**2.00**	**2.01**	**1.94**	**86.04**	**84.47**	**83.12**
Service	**37.5**	**37.0**	**38.1**	**1.13**	**1.13**	**1.09**	**42.37**	**41.71**	**41.48**
Hotels and restaurants	37.4	37.4	38.3	1.09	1.09	1.06	40.58	40.75	40.37
Laundries and dry cleaning plants	39.2	37.3	39.0	1.06	1.06	1.04	41.75	39.73	40.65

*Durable manufactured goods industries.

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D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 356.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of;						
March 1958	9,730	10,892	20,622	681,991	171,048	853,039
March 1959	11,740	13,399	25,139	611,941	169,625	781,566
March 1960	10,402	11,830	22,232	652,107	182,883	834,990
March 1961	9,927	11,387	21,314	683,034	180,982	864,016
March 1962	15,184	15,359	30,543	579,641	158,342	737,983
April 1962	25,557	18,868	44,425	496,099	146,551	642,650
May 1962	22,026	20,999	43,025	329,391	126,461	455,852
June 1962	22,436	20,672	43,108	237,747	119,561	357,308
July 1962	22,872	17,895	40,767	224,452	113,407	337,859
August 1962	21,214	21,256	42,470	198,639	96,606	295,245
September 1962	20,197	20,658	40,855	188,844	97,890	286,734
October 1962	20,137	17,399	37,536	232,316	105,488	337,804
November 1962	22,077	19,204	41,281	328,801	127,955	456,756
December 1962	14,281	13,638	27,919	473,575	137,429	611,004
January 1963	13,419	12,532	25,951	579,205	163,880	743,085
February 1963(1)	13,412	13,930	27,342	591,207	163,864	755,071
March 1963(1)	16,085	16,459	32,544	584,389	158,307	743,196

(1) Latest figures subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR 1959-1962 AND DURING MONTH FEBRUARY 1962 - FEBRUARY 1963

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1959—Year	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960—Year	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year	3,177,423	1,171,111	1,010,365	544,795	807,285	438,471
1962—February	244,177	75,220	56,595	30,459	48,546	22,688
1962—March	250,908	81,800	60,933	37,064	50,161	27,365
April	226,940	79,051	82,893	40,026	65,841	29,194
May	239,245	95,925	117,362	51,441	107,811	38,595
June	231,507	100,426	92,346	48,564	86,218	39,253
July	251,079	114,963	97,147	56,863	85,399	49,523
August	236,921	104,366	102,784	63,558	89,871	50,865
September	220,755	98,476	96,217	50,615	91,653	42,692
October	272,614	103,871	101,603	45,949	89,619	38,324
November	321,696	113,014	86,859	43,840	74,957	33,481
December	338,121	94,533	58,253	40,470	57,541	39,613
1963—January	331,104	111,102	56,086	35,963	46,669	28,117
February	211,442[a]	75,073[a]	47,295	31,852	39,378	23,755

[a] Preliminary.

TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX, DURING FEBRUARY 1963

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from February 1962
Agriculture, Fishing, Trapping	**705**	**1,624**	**2,329**	**+ 1,565**
Forestry	**1,088**	**20**	**1,108**	**— 256**
Mining, Quarrying and Oil Wells	**602**	**57**	**659**	**— 139**
Metal Mining	364	13	377	— 44
Fuels	87	26	113	— 61
Non-Metal Mining	53	0	53	— 18
Quarrying, Clay and Sand Pits	48	0	48	+ 24
Prospecting	50	18	68	— 40
Manufacturing	**11,308**	**7,214**	**18,522**	**— 39**
Foods and Beverages	781	1,145	1,926	+ 98
Tobacco and Tobacco Products	153	89	242	+ 207
Rubber Products	80	108	188	+ 19
Leather Products	212	377	589	+ 148
Textile Products (except clothing)	467	383	850	+ 107
Clothing (textile and fur)	515	2,351	2,866	— 104
Wood Products	1,759	190	1,949	— 73
Paper Products	551	268	819	— 142
Printing, Publishing and Allied Industries	412	419	831	+ 53
Iron and Steel Products	2,409	348	2,757	+ 141
Transportation Equipment	2,229	138	2,367	— 103
Non-Ferrous Metal Products	345	138	483	— 64
Electrical Apparatus and Supplies	404	439	843	— 181
Non-Metallic Mineral Products	331	103	434	— 6
Products of Petroleum and Coal	35	9	44	— 10
Chemical Products	309	289	598	— 20
Miscellaneous Manufacturing Industries	316	420	736	— 109
Construction	**6,262**	**127**	**6,389**	**— 416**
General Contractors	4,115	67	4,182	— 473
Special Trade Contractors	2,147	60	2,207	+ 57
Transportation, Storage and Communication	**3,400**	**241**	**3,641**	**— 1,012**
Transportation	3,103	121	3,224	— 807
Storage	239	34	273	— 121
Communication	58	86	144	— 84
Public Utility Operation	**197**	**43**	**240**	**— 13**
Trade	**5,896**	**3,212**	**9,108**	**— 219**
Wholesale	2,118	931	3,049	— 530
Retail	3,778	2,281	6,059	+ 311
Finance, Insurance and Real Estate	**423**	**802**	**1,225**	**— 222**
Service	**9,497**	**10,415**	**19,912**	**— 7,350**
Community or Public Service	579	1,034	1,613	— 344
Government Service	4,118	655	4,773	— 1,926
Recreation Service	245	124	369	— 70
Business Service	1,395	771	2,166	+ 465
Personal Service	3,160	7,831	10,991	— 5,475
GRAND TOTAL	**39,378**	**23,755**	**63,133**	**— 8,101**

TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX, AS AT FEBRUARY 28, 1963(1)

(SOURCE: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional & Managerial Workers	10,712	2,144	12,856
Clerical Workers	23,328	51,022	74,350
Sales Workers	11,072	21,836	32,908
Personal & Domestic Service Workers	47,207	33,972	81,179
Seamen	5,118	112	5,230
Agriculture, Fishing, Forestry (Ex. log.)	9,048	1,121	10,169
Skilled and Semi-Skilled Workers	276,840	20,091	296,931
Food and kindred products (incl. tobacco)	2,541	728	3,269
Textiles, clothing, etc.	2,916	11,437	14,353
Lumber and lumber products	38,716	173	38,889
Pulp, paper (incl. printing)	1,685	680	2,365
Leather and leather products	1,406	1,085	2,491
Stone, clay & glass products	1,022	44	1,066
Metalworking	18,586	970	19,556
Electrical	3,630	1,106	4,736
Transportation equipment	1,212	71	1,283
Mining	2,863	.....	2,863
Construction	89,574	11	89,585
Transportation (except seamen)	52,741	138	52,879
Communication & public utility	1,411	5	1,416
Trade and service	7,718	2,185	9,903
Other skilled and semi-skilled	33,841	1,107	34,948
Foremen	6,467	333	6,800
Apprentices	10,511	18	10,529
Unskilled Workers	207,882	33,566	241,448
Food and tobacco	9,012	11,742	20,754
Lumber & lumber products	22,835	610	23,445
Metalworking	7,000	660	7,660
Construction	112,783	3	112,786
Other unskilled workers	56,252	20,551	76,803
Grand total	591,207	163,864	755,071

(1) Preliminary-subject to revision.

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT FEBRUARY 28, 1963

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations	
	(1) Feb. 28, 1963	Previous Year Feb. 28, 1962
Newfoundland	**30,119**	**29,050**
Corner Brook	6,568	6,247
Grand Falls	3,450	3,211
St. John's	20,101	19,592
Prince Edward Island	**6,423**	**6,187**
Charlottetown	4,087	3,973
Summerside	2,336	2,214
Nova Scotia	**35,751**	**36,292**
Amherst	1,383	1,213
Bridgewater	2,064	2,030
Halifax	7,593	6,598
Inverness	1,397	1,392
Kentville	3,673	3,618
Liverpool	798	767
New Glasgow	4,819	4,728
Springhill	1,073	954
Sydney	5,258	7,555
Sydney Mines	2,003	1,929
Truro	2,045	2,067
Yarmouth	3,645	3,441
New Brunswick	**36,708**	**35,326**
Bathurst	6,474	6,539
Campbellton	3,121	3,114
Edmundston	2,836	2,764
Fredericton	2,645	2,330
Minto	526	552
Moncton(2)	9,662	9,072
Newcastle	3,653	3,272
Saint John	2,876	3,439
St. Stephen	1,888	1,651
Sussex	797	651
Woodstock	2,230	1,942
Quebec	**244,798**	**234,970**
Alma	3,504	3,401
Asbestos	1,042	987
Baie Comeau	1,666	1,481
Beauharnois	1,661	1,557
Buckingham	1,743	1,550
Causapscal	3,553	3,409
Chandler	2,795	2,761
Chicoutimi	3,562	3,503
Cowansville	565	627
Dolbeau	2,404	2,017
Drummondville	2,819	2,726
Farnham	734	779
Forestville	1,636	1,831
Gaspé	2,748	2,636
Granby	3,025	2,726
Hull	5,915	5,374
Joliette	5,509	5,538
Jonquière	3,797	3,716
Lachute	1,364	1,137
Lac Mégantic	1,813	1,837
La Malbaie	3,452	3,293
La Tuque	1,320	1,226
Lévis	5,134	5,086
Louiseville	1,771	1,703
Magog	1,026	847
Maniwaki	1,302	1,353
Matane	4,734	4,444
Mont-Laurier	1,461	1,647
Montmagny	2,667	2,606
Montréal	74,739	70,878
New Richmond	2,680	2,934
Port Alfred	2,016	1,846
Québec	16,811	16,410
Rimouski	5,913	6,395
Rivière du Loup	7,636	7,736
Roberval	2,207	2,238
Rouyn	3,229	2,965
Ste. Agathe des Monts	1,614	1,615
Ste. Anne de Bellevue	1,512	1,497
Ste. Thérèse	3,250	2,870
St. Hyacinthe	2,578	2,431
St. Jean	3,035	2,624
St. Jérôme	2,417	2,295
Sept-Iles	3,079	2,867
Shawinigan	6,204	5,820
Sherbrooke	6,726	6,134
Quebec—Concluded		
Sorel	2,650	2,634
Thetford Mines	2,471	2,158
Trois-Rivières	7,158	6,619
Val d'Or	2,092	2,128
Valleyfield	3,112	2,959
Victoriaville	2,563	2,681
Ville St. Georges	4,384	4,388
Ontario	**220,888**	**227,093**
Arnprior	509	536
Barrie	1,930	1,883
Belleville	2,512	2,590
Bracebridge	1,826	1,832
Brampton	1,777	1,699
Brantford	2,981	3,757
Brockville	896	942
Carleton Place	581	445
Chatham	2,801	2,859
Cobourg	1,017	1,187
Collingwood	972	1,194
Cornwall	3,818	4,196
Elliot Lake	498	742
Fort Erie	843	991
Fort Frances	826	921
Fort William	3,580	3,660
Galt	1,471	1,383
Gananoque	437	562
Goderich	873	965
Guelph	1,833	2,235
Hamilton	15,202	15,652
Hawkesbury	1,288	1,298
Kapuskasing	1,081	762
Kenora	1,409	1,168
Kingston	2,862	2,956
Kirkland Lake	1,196	1,807
Kitchener	3,250	3,687
Leamington	1,033	1,218
Lindsay	905	924
Listowel	546	644
London	5,827	6,082
Long Branch	4,260	4,408
Midland	1,610	1,732
Napanee	1,024	1,008
New Liskeard(3)	586	—
Newmarket	1,886	1,922
Niagara Falls	3,398	3,357
North Bay	2,447	2,396
Oakville	996	1,043
Orillia	1,323	1,445
Oshawa	5,555	4,760
Ottawa	9,536	8,617
Owen Sound	2,341	2,324
Parry Sound	861	897
Pembroke	2,526	2,600
Perth	768	785
Peterborough	3,867	4,054
Picton	656	656
Port Arthur	5,056	5,428
Port Colborne	1,362	1,264
Prescott	1,104	1,139
Renfrew	780	785
St. Catharines	5,231	5,353
St. Thomas	1,192	1,464
Sarnia	2,937	3,414
Sault Ste. Marie	3,432	3,162
Simcoe	2,083	1,883
Sioux Lookout	—	313
Smiths Falls	729	722
Stratford	1,073	1,248
Sturgeon Falls	1,259	1,235
Sudbury	6,517	5,129
Tillsonburg	689	606
Timmins	2,344	2,718
Toronto	54,514	55,549
Trenton	1,175	922
Walkerton	1,093	1,083
Wallaceburg	832	888
Welland	2,411	2,789
Weston	4,659	4,802
Windsor	9,129	11,178
Woodstock	1,067	1,238

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT FEBURARY 28, 1963

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) Feb. 28, 1963	Previous Year Feb. 28, 1962		(1) Feb. 28, 1963	Previous Year Feb. 28, 1962
Manitoba	**36,120**	**35,350**	**British Columbia**	**74,689**	**75,049**
Brandon	3,245	3,217	Chilliwack	2,226	2,301
Dauphin	2,290	2,333	Courtenay	1,314	1,039
Flin Flon	273	282	Cranbrook	1,291	1,443
Portage la Prairie	1,694	1,705	Dawson Creek	1,437	1,211
The Pas	607	490	Duncan	748	781
Winnipeg(4)	28,011	27,323	Kamloops	1,753	1,896
			Kelowna	1,930	2,030
Saskatchewan	**27,503**	**28,078**	Kitimat	172	225
Estevan	558	674	Mission City	1,408	1,324
Lloydminster	654	688	Nanaimo	1,222	1,144
Moose Jaw	2,081	2,268	Nelson	1,200	1,413
North Battleford	1,813	1,776	New Westminster	10,503	11,317
Prince Albert	3,509	3,425	Penticton	2,141	2,142
Regina	6,605	7,020	Port Alberni	708	790
Saskatoon	6,542	6,220	Prince George	1,744	1,654
Swift Current	1,347	1,488	Prince Rupert	1,734	1,768
Weyburn	643	775	Princeton	647	701
Yorkton	3,751	3,744	Quesnel	1,060	1,043
			Trail	1,334	1,358
Alberta	**42,072**	**40,152**	Vancouver	32,459	31,762
Blairmore	648	643	Vernon	2,402	2,696
Calgary	13,434	12,372	Victoria	4,572	4,346
Drumheller	790	783	Whitehorse	684	665
Edmonton	17,725	17,151			
Edson	473	685	**CANADA**	**755,071**	**747,547**
Grande Prairie	1,071	987			
Lethbridge	3,815	3,815	Males	591,207	585,555
Medicine Hat	2,053	1,874			
Red Deer	2,063	1,842	Females	163,864	161,992

(1) Preliminary, subject to revision.

(2) Includes 1,428 registrations reported by the Magdalen Islands local office.

(3) Prior to May 1962, figures included with Kirkland Lake local office.

(4) Winnipeg includes Sioux Lookout as of November 1, 1962.

Settlements During March

(*Continued from page 304*)

Saskatchewan Government Telephones—Communications Wkrs. (AFL-CIO/CLC): 2-yr. agreement covering 1,800 empl.—wage increases of 3% eff. first yr. of agreement and 3% eff. second yr. for plant and traffic empl.; 3% eff. first yr. of agreement and 2¾% eff. second yr. for clerical empl.; hrs. of work for clerical empl. to be reduced to 36¼ a wk. eff. Oct. 1, 1963 (formerly 37½).

Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask.—CLC-chartered local & Public Service Empl. (CLC): 2-yr. agreement covering 1,800 empl.—wage increases of 3% eff. first yr. of agreement and 1½% eff. second yr. of agreement.

TCA Canada-wide—Machinists (AFL-CIO/CLC): 2-yr. agreement covering 4,400 empl.—wage increase of 3% with a minimum of $2.40 a wk. retroactive to July 3, 1962; classification adjustments eff. March 26, 1963; wage reopener eff. July 1, 1963; evening and night shift premiums increased to 9¢ and 16¢ respectively (formerly 8¢ and 15¢); 3 wks. vacation after 10 yrs. of service (formerly after 12 yrs.) and 4 wks. after 25 yrs. of service (new clause); rate for labourer $1.81 an hr.

University Hospital, Saskatoon, Sask.—Building Service Empl. (AFL-CIO/CLC): wage increases for 600 empl. amounting to 2½% of salary range mid-points to be applied to each step as a result of negotiations on a wage reopener provided for in 2-yr. agreement expiring Dec. 31, 1963.

Vancouver City, B.C.—Public Empl. (CLC) (inside empl.): 1-yr. agreement covering 1,200 empl.—general wage increase of 2.67% with a minimum of $9 a mo.; 3 wks. vacation after 5 yrs. of service (formerly after 7 yrs.); rate for clerk-typist $215 a mo.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 1432, December 1962 issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1962—December	4,264,000	3,672,000	592,000*
November	4,094,000	3,719,800	374,200*
October	3,991,000	3,746,900	244,100
September	3,977,000	3,779,200	197,800
August	3,995,000	3,796,300	198,700
July	3,976,000	3,764,000	212,000
June	3,954,000	3,739,700	214,300
May	3,889,000	3,625,100	263,900
April	4,064,000	3,499,500	564,500
March	4,144,000	3,456,500	687,500
February	4,161,000	3,442,300	718,700
January	4,158,000	3,459,500	698,500
1961—December	4,139,000	3,537,800	601,200

*By virtue of seasonal benefit class B, the claimant count during the seasonal benefit period may include a number of persons who were not represented in the insured population within the last six months. This explains, in part, unequal variations in the month-to-month movement of the employed and claimants.

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, JANUARY 1963

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	12,171	10,384	1,787	19,120	15,666	3,454	2,712
Prince Edward Island	2,525	2,205	320	3,396	2,922	474	507
Nova Scotia	17,157	14,287	2,870	20,309	17,905	2,404	3,394
New Brunswick	15,737	12,787	2,950	18,477	15,494	2,983	2,966
Quebec	97,987	74,643	23,344	116,770	98,735	18,035	26,188
Ontario	100,996	74,887	26,109	115,576	98,941	16,635	23,445
Manitoba	13,726	10,989	2,737	14,714	12,721	1,993	3,645
Saskatchewan	10,163	8,377	1,786	12,237	10,521	1,726	2,736
Alberta	17,974	13,414	4,560	18,042	15,281	2,761	5,043
British Columbia (incl. Yukon Territory)	30,964	23,753	7,211	34,903	29,370	5,533	6,463
Total, Canada, January 1963	319,400	245,726	73,674	373,544	317,556	55,988	77,099
Total, Canada, December 1962	323,844	241,050	82,794	292,071	246,972	45,099	131,243
Total, Canada, January 1962	320,216	237,296	82,920	366,468	311,347	55,121	67,996

*In addition, revised claims received numbered 56,251.

†In addition, 53,656 revised claims were disposed of. Of these, 6,406 were special requests not granted and 3,038 appeals by claimants. There were 12,961 revised claims pending at the end of the month.

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES, BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, JANUARY 31, 1963

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province and Sex	Total Claimants	Number of weeks on claim (based on 20 per cent sample)					Percentage Postal	January 31, 1962 total claimants
		1–4	5–13	14–26	27–39	40 or more		
Canada	703,081	283,876	331,361	63,002	17,768	7,074	42.3	698,538
Male	557,740	227,512	274,124	41,284	10,410	4,410	45.6	553,422
Female	145,341	56,364	57,237	21,718	7,358	2,664	29.7	145,116
Newfoundland	39,380	12,444	23,615	2,401	502	418	83.7	36,264
Male	37,486	12,030	22,911	1,955	429	161	84.7	34,377
Female	1,894	414	704	446	73	257	64.0	1,887
Prince Edward Island	7,802	2,275	5,098	324	88	17	79.3	7,431
Male	6,577	1,956	4,294	256	60	11	81.2	6,219
Female	1,225	319	804	68	28	6	69.4	1,212
Nova Scotia	39,971	15,800	19,362	3,454	1,009	346	59.7	41,071
Male	34,574	13,797	17,091	2,679	744	263	62.3	35,908
Female	5,397	2,003	2,271	775	265	83	43.5	5,163
New Brunswick	37,744	12,492	21,475	2,707	888	182	72.2	36,401
Male	31,068	10,448	17,991	1,928	583	118	74.7	30,287
Female	6,676	2,044	3,484	779	305	64	60.5	6,114
Quebec	208,435	83,771	97,962	19,102	5,962	1,638	39.9	200,876
Male	168,660	69,156	82,401	12,747	3,369	987	43.0	161,092
Female	39,775	14,615	15,561	6,355	2,593	651	27.1	39,784
Ontario	197,795	84,384	86,496	19,246	5,206	2,463	26.3	202,609
Male	146,142	63,693	66,298	11,755	2,833	1,563	27.1	150,297
Female	51,653	20,691	20,198	7,491	2,373	900	24.0	52,312
Manitoba	36,169	15,605	16,152	2,940	880	592	35.0	35,322
Male	27,900	11,894	13,046	2,016	566	378	39.6	28,138
Female	8,269	3,711	3,106	924	314	214	19.7	7,184
Saskatchewan	25,683	10,268	13,077	1,829	357	152	52.0	25,952
Male	20,958	8,287	11,411	1,006	147	107	56.0	20,798
Female	4,725	1,981	1,666	823	210	45	34.1	5,154
Alberta	38,165	18,577	15,123	3,233	673	559	62.0	37,393
Male	31,242	15,546	12,903	1,987	450	356	63.4	29,728
Female	6,923	3,031	2,220	1,246	223	203	55.6	7,665
British Columbia	71,937	28,260	33,001	7,766	2,203	707	30.7	75,219
Male	53,133	20,705	25,778	4,955	1,229	466	33.2	56,578
Female	18,804	7,555	7,223	2,811	974	241	23.5	18,641

Note: Values less than 50 subject to relatively large sampling variability.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, JANUARY, 1963

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Weeks Paid*	Amount of Benefit Paid $
Newfoundland	133,315	3,222,563
Prince Edward Island	28,865	638,410
Nova Scotia	135,748	3,087,748
New Brunswick	128,605	2,869,298
Quebec	700,966	17,544,548
Ontario	664,301	16,455,977
Manitoba	115,933	2,952,942
Saskatchewan	91,725	2,200,279
Alberta	122,067	3,051,423
British Columbia (including Yukon Territory)	240,732	6,536,706
Total, Canada, January 1963	2,362,257	58,559,894
Total, Canada, December 1962	1,266,735	31,086,589
Total, Canada, January 1962	2,352,548	57,799,308

*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949–100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—Year	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1962—March	129.7	124.4	134.0	112.9	139.9	157.2	146.7	117.5
April	130.3	125.8	134.0	113.2	140.2	158.1	146.6	117.9
May	130.1	124.5	134.5	112.8	140.4	158.2	147.1	117.9
June	130.5	125.6	134.9	113.1	140.4	158.2	147.0	117.9
July	131.0	127.0	135.1	112.9	140.7	158.4	147.8	117.9
August	131.4	128.4	135.1	112.7	140.8	158.2	147.8	118.0
September	131.0	126.8	135.2	113.3	140.3	158.2	147.6	118.0
October	131.5	127.2	135.4	115.6	139.9	160.0	147.8	118.0
November	131.9	127.7	135.6	116.0	140.6	159.8	148.2	117.8
December	131.9	127.8	135.7	115.8	140.2	159.8	148.2	117.8
1963—January	132.0	129.0	135.9	114.7	139.8	159.8	148.6	117.8
February	132.1	129.4	135.9	114.8	139.6	159.9	148.6	118.0
March	132.1	128.9	136.0	115.6	139.6	159.9	148.6	118.0

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF FEBRUARY 1963

(1949–100)

	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Feb. 1962	Jan. 1963	Feb. 1963							
[a]St. John's, Nfld.	116.6	118.3	119.0	114.5	114.7	112.1	123.3	155.3	152.9	101.1
Halifax	129.6	130.9	130.9	123.7	134.6	124.8	138.7	163.0	165.2	124.5
Saint John	130.7	132.4	132.7	127.7	131.8	122.8	144.5	185.3	151.1	124.5
Montreal	130.1	132.4	132.4	135.4	134.6	107.1	158.7	169.3	144.2	118.7
Ottawa	131.0	132.9	133.2	129.5	137.5	119.8	153.4	163.3	142.3	123.9
Toronto	131.7	133.5	133.8	128.0	140.0	120.5	133.1	155.8	185.4	122.5
Winnipeg	128.1	130.0	129.8	127.9	129.3	119.4	135.1	173.8	139.4	120.4
Saskatoon-Regina	126.7	128.3	128.1	125.2	127.3	128.1	136.9	144.6	147.0	119.5
Edmonton-Calgary	125.1	127.5	127.4	122.8	127.6	123.4	131.5	162.7	145.7	119.6
Vancouver	129.6	131.1	131.6	129.5	135.7	117.3	140.2	150.5	148.0	121.0

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

[a] St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 103, January issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1958-1963

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1958	253	262	112,397	2,872,340	0.24
1959	203	218	100,127	2,286,900	0.19
1960	268	274	49,408	738,700	0.06
1961	272	287	97,959	1,335,080	0.11
*1962	291	312	74,346	1,417,620	0.10
*1962: February	15	44	10,855	72,070	0.07
March	30	46	12,426	143,800	0.14
April	18	40	12,328	142,770	0.14
May	23	45	17,333	139,700	0.12
June	27	53	14,545	260,650	0.23
July	24	47	16,775	133,650	0.11
August	35	54	11,531	74,540	0.07
September	23	48	10,482	116,350	0.10
October	21	42	9,957	108,040	0.10
November	20	49	9,565	76,740	0.07
December	13	29	3,641	56,660	0.05
*1963: January	9	24	4,559	79,780	0.07
February	22	37	7,002	75,280	0.07

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, BY INDUSTRY, FEBRUARY 1963

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	2	1,515	17,790
Mines	2	395	1,020
Manufacturing	20	4,149	47,670
Construction	3	172	1,640
Transpn. & utilities	4	312	4,060
Trade	4	57	680
Finance	...	...	...
Service	2	402	2,420
Public administration	...	...	...
All industries	37	7,002	75,280

TABLE G-3—STRIKES AND LOCKOUTS, BY JURISDICTION, FEBRUARY 1963

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	...	...	...
Prince Edward Island	...	...	...
Nova Scotia	3	647	4,850
New Brunswick	2	143	220
Quebec	11	3,254	38,460
Ontario	13	2,689	28,690
Manitoba	...	...	...
Saskatchewan	...	...	...
Alberta	...	...	...
British Columbia	6	184	2,810
Federal	2	85	250
All jurisdictions	37	7,002	75,280

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, FEBRUARY 1963

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			February	Accumulated		
FORESTRY						
Kimberley-Clark Pulp & Paper, Long Lac and Geraldton, Ont.	Carpenters Loc. 2693 (AFL-CIO/CLC)	365	4,560	10,040	Jan. 14 Feb. 18	Wages, hours in new agreement~Return of workers under previous agreement pending arbitration board.
Spruce Falls Power & Paper (Woodlands Div.), Kapuskasing area, Ont.	Carpenters Loc. 2995 (AFL-CIO/CLC)	1,150	13,230	30,480	Jan. 14 Feb. 16	Wages, hours in new agreement~Return of workers under previous agreement pending arbitration board.
MINES						
Mineral Fuels						
Dominion Steel & Coal (MacBean Mine), Thorburn, N.S.	Mine Workers Loc. 8672 (Ind.)	326	330	330	Feb. 28	Disciplinary suspension of one worker~
MANUFACTURING						
Food and Beverages						
James Strachan Bakery, Montreal, Que.	Bakery Workers (CLC)	150	1,000	2,380	Jan. 19 Feb. 10	Wages, guarantee of 40 hrs. per wk.~Wage increase 9¢ an hr., 40 hrs. per wk. guaranteed.
Wonder Bakeries, Montreal, Que.	Bakery Workers Loc. 55 (CLC)	150	1,000	2,000	Jan. 23 Feb. 11	Wages~Negotiations to be continued.
Lewis Connors & Sons, Back Bay, N.B.	Unorganized.	130	200	200	Feb. 18 Feb. 19	Wages—Return of workers.
Textiles						
Canadian Automotive Trim, Ajax, Ont.	Auto Workers Loc. 1090 (AFL-CIO/CLC)	285	1,710	1,710	Feb. 20 Mar. 1	Wages~Wage increase 5¢ an hr. Mar. 1, 1963, 4¢ Mar. 1, 1964, 4¢ Mar. 1, 1965.
Pinatel Piece Dye Works, Joliette, Que.	Textile Federation (CNTU)	170	170	170	Feb. 26 Feb. 27	Wages, hours~6¢ an hr. retroactive to Nov. 21, 1962, 4¢ May 21, 1963, 7¢ Nov. 21, 1963, 5¢ Nov. 21, 1964; other improved benefits.
Clothing						
Morwill Clothing, Joliette, Que.	Amalgamated Clothing Workers (AFL-CIO/CLC)	158	240	240	Feb. 4 Feb. 6	Grievances ~ Return of workers.
Paper						
Nova Scotia Pulp, Point Tupper, N.S.	Pulp and Paper Workers Loc. 972 (AFL-CIO/CLC)	305	4,420	4,420	Feb. 8	Wages~
Primary Metals						
Quebec Iron & Titanium, Tracy, Que.	Metal Trades' Federation (CNTU)	745	17,640	123,370	Aug. 28	New agreement~
Metal Fabricating						
Dominion Steel and Coal, Toronto, Ont.	Steelworkers Loc. 5629 (AFL-CIO/CLC)	228	1,180	1,180	Feb. 13 Feb. 20	Alleged slowness in settling grievances~Return of workers, settlement not reported.
Young Spring & Wire, Windsor, Ont.	Auto Workers Loc 195 (AFL-CIO/CLC)	230	1,380	1,380	Feb. 21 Mar. 1	Wages in a master contract~ 4¢ an hr. increase first year, 5¢ second year and 6¢ the third year; other improvements.
Chemical Products						
Shawinigan Chemicals, Shawinigan, Que.	CNTU—chartered local	1,285	14,140	166,710	Aug. 17 Feb. 18	Management rights, job evaluation, seniority rights, wages ~ Seniority rights to be applied, wage increase.
TRANSPN. & UTILITIES						
Transportation						
Two automobile dealers, Toronto, Ont.	Teamster Loc. 880 (Ind.)	210	3,780	3,780	Feb. 6	Union security, voluntary dues check-off~
SERVICE INDUSTRIES						
Education						
Alma School Commission, Alma, Que.	Unorganized.	400	2,400	2,400	Feb. 15 Feb. 25	Non-payment of salaries~ Salary arrears paid.

H—Industrial Accidents

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA, BY TYPE OF ACCIDENT AND INDUSTRY, DURING THE FOURTH QUARTER OF 1962

(Preliminary)

Type of Accident	Agriculture	Logging	Fishing	Mining	Manufacturing	Construction	Public Utility	Transportation, Storage Communication	Trade	Finance	Service	Unclassified	Total
Striking against or stepping on objects	....	....	1	....	1	....	....	....	....	....	....	....	2
Struck by;													
(a) tools, machinery, cranes, etc.	1	....	....	1	1	5	....	1	....	....	....	....	9
(b) moving vehicles	....	....	....	2	....	2	....	1	1	....	4	....	10
(c) other objects	2	21	....	7	8	9	2	4	4	....	....	....	57
Caught in, on or between machinery, vehicles, etc.	10	3	....	3	8	2	....	2	....	....	1	....	29
Collisions, derailments, wrecks, etc.	6	2	....	5	7	6	3	12	6	....	8	....	55
Falls and slips;													
(a) on same level	....	....	....	....	1	....	....	....	1	....	....	....	2
(b) to different levels	5	2	3	3	8	11	1	6	1	....	2	....	42
Conflagrations, temperature extremes and explosions	1	....	....	....	2	3	2	4	1	....	....	....	13
Inhalation, absorptions, asphyxiation and industrial diseases	....	....	....	5	4	1	....	1	....	....	....	....	11
Electric current	....	....	....	....	1	5	....	2	....	....	1	....	9
Over-exertion	....	....	....	....	2	....	1	....	....	....	....	....	3
Miscellaneous accidents	....	1	....	....	1	....	....	1	....	....	1	....	4
Total, fouth quarter 1962	25	29	4	26	44	44	9	34	14	....	17	....	246*

*Of this total 180 fatalities were reported by the various provincial Workmen's Compensation Boards and the Board of Transport Commissioners: details of the remaining 66 were obtained from other sources. The number of fatalities that occur during a quarter is usually greater than shown, as not all fatalities are reported in time for inclusion in the quarterly tables. Fatalities not recorded in the quarterly tables are included in annual tables appearing in the May issue.

TABLE H-2—INDUSTRIAL FATALITIES, BY INDUSTRY AND PROVINCE, DURING THE FOURTH QUARTER OF 1962

(Preliminary)

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon & N.W.T.	Total
Agriculture	1	1	1	.....	4	10	2	3	3	.....	.....	25
Logging	.....	.....	1	3	2	6	1	.....	2	14	.....	29
Fishing and Trapping	2	.....	.....	1	.....	1	.....	.....	.....	.....	.....	4
Mining and Quarrying	2	.....	1	1	.....	9	.....	2	5	6	.....	26
Manufacturing	2	.....	1	2	6	20	2	.....	3	8	.....	44
Construction	8	1	2	1	6	13	2	.....	4	7	.....	44
Public Utilities	.....	.....	.....	.....	3	4	.....	.....	2	.....	.....	9
Transportation, Storage and Communication	4	1	2	1	7	10	3	.....	4	2	.....	34
Trade	.....	.....	1	1	1	5	1	1	3	1	.....	14
Finance	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Service	1	.....	1	.....	.....	8	1	1	1	4	.....	17
Unclassified	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total	20	3	10	10	29	86	12	7	27	42	.....	246*

*See footnote to Table H-1.

Technical Note to "D" Tables

Tables D-1 to D-5 present selected statistics emanating from operations of National Employment Offices. These statistics, therefore, must be interpreted in the light of National Employment Service policy, operations, and reporting methods. Within this context, these operational statistics can provide useful information on labour supply and demand, historically and at specific points in time, by occupations, industries and local office areas.

Each National Employment Office is engaged in: (1) receiving applications for employment, assessing and recording the qualifications, interests, and aptitudes of the applicants, and assigning the occupational classifications which represent the applicants' highest levels of skill; (2) receiving orders for workers from employers, recording the employers' specifications for job vacancies, and classifying the orders occupationally and according to the industrial activity of the employers; (3) selecting from among available applicants the persons whose qualifications most closely approximate the specifications on the employers' orders; and (4) initiating clearance procedure to inform other National Employment Offices when suitable applicants are not available locally to fill employers' requirements. (There are numerous other related activities engaged in by National Employment Offices, but these are not the subject of the operational statistics under discussion.)

The industrial classification system used to classify employers and employers' orders is the Standard Industrial Classification of the Dominion Bureau of Statistics.

The occupational classification system used for classifying employers' orders and applications for employment is that of the Dictionary of Occupational Titles, published by the United States Employment Service. This system is based solely on the needs of the personnel selection process, and as a result is dissimilar from other occupational groupings such as occur in the census or in various salary evaluation systems.

The two basic statistical reports of the National Employment Service reflect these operations and systems of classification.

One of these statistical reports is produced from a physical count of the local office files of orders and applications, and shows by occupational groups the number of unfilled vacancies and registrations for employment that are active *on the last working day of each month.* Certain exclusions are made in this count, however. Total unfilled vacancies specifically exclude "deferred vacancies," i.e., those vacancies that are listed with the local offices but for which employers are not yet ready to accept referrals or confirm hiring. Total registrations for employment exclude those persons who are known to be employed but are seeking different work, those persons who also have applications registered with other local offices, those persons who are seeking part-time work only, those persons who have registered in advance of their availability for work, and a few other similar categories. Since registrations are retained on an active basis for 14 days, these totals will include some applicants who have found work on their own but have not so notified the local office. Month-end data taken from this report on unfilled vacancies and registrations for employment are to be found in Tables D-1, D-4 and D-5. With particular reference to Table D-5, it should be noted that the totals given for each office represent the whole area served by the office and not simply those in the city or town in which the office is located.

The other basic statistical report contains monthly totals of certain National Employment Office operations, including such items as registrations received, vacancies notified, and placements effected, *during the whole of the month reported.* In this report, "registrations received" include the total number of registrations recorded during the month, and therefore differ considerably from "registrations for employment" taken from the other report, which deals only with selected registrations at a specific point in time. Vacancies notified and placements effected are recorded in this report by industry groups, but in the table published here, only placements effected are shown by industry groups.

"Vacancies Notified" are the total number of job openings that have been listed by employers with National Employment Offices, and, as such, provide an indication of fluctuations in the demand for workers. "Placements Effected" are the number of confirmed placements made by the NES on the vacancies notified. As such, placements effected provide an indicator of the number of persons who have found employment during the period. Placements effected include regular placements, casual placements (in jobs with an anticipated duration of six days or less), and transfer-out (placements involving the movement of workers from one local office area to another).

Tables D-2 and D-3 contain data on registrations received, vacancies notified and placements effected, and placements by industry, respectively, taken from the operational report covering the whole of each month.